THE SURVEY

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The Gist of It

WHAT next for the federal Children's Bureau? The scene of sharp discussion shifts from the White House Conference to the floor of Congress where appropriation bills range all the way from adequate support to pin-money. Page 423.

THE Pied Piper and his following of 125,000 poor, neglected, wayward, and handicapped children is no kind of army to have marching around Pennsylvania—a children's crusade of misery in the year 1931 A.D., according to the Public Charities' Association. Over one thousand child-welfare workers have spent a year in working out a plan to demobilize this forlorn army and their plan comes out as an intelligent Ten-Year Program, reviewed by ARTHUR DUNHAM of the P. C. A., who was secretary of the conference that adopted the program. Page 424.

AMERICAN business men shy off at social insurance, but some of them have themselves set up a form of unemployment insurance which they call "dismissal wages." On page 426 ERNEST G. DRAPER, the vice-president of Hills Brothers Company (Dromedary Dates), proposes to make a state law of it, to provide for the men and women necessarily laid off, without the sting of charity and the ballyhoo of public relief funds.

DR. W. C. RAPPLEYE is director of study for the Commission on Medical Education, and his account of health-insurance plans in Europe (page 428) is drawn from a first-hand survey on behalf of the Commission published last spring in a report entitled Medical Education and Allied Problems in Europe. For readers who wish further details on health insurance, Dr. Rappleye has offered to supply reprints of that chapter of the report, on request through The Survey.

BIG BILL wasn't really big—"going on fifteen, a little scared and a little defiant," but rather a Big Problem when he was sent to the institution. There he was examined by experts, sat upon by committees, put in the right cottage, given suitable work—and out of his experience comes the story, told by LEONARD W. MAYO of the New York School of Social Work and the Children's Village, of how a modern institution tries to "save" the Big Bills for themselves and for the world in which they live. Page 430.

THE Chicago Y. W. C. A. had 609 unemployed girls on its hands. What to do with them? The employment exchange was turned into a school where frightened girls and women could keep up their speed on typewriters, learn to use new office machinery, acquire "personality" through which to make a good impression on a prospective employer—even wash their only blouses and curl their hair. A vivid report of it (page 431) by ELIZABETH LEITZBACH FONTAINE, a contributor to Hygeia, The Bookman, and The Survey, who has done publicity for the Metropolitan Life, the American Library Association and the Y., and for the past four years has been managing editor of The Chicago Girl, a monthly magazine reaching sixteen thousand girls.

FLORINA LASKER is an officer of several organizations primarily interested in immigration and has written a number of articles on the subject. Page 433.

THE Rural Child-Placer's Calendar will serve to recall BETH ROBERTS' Zaida and Foster Home in earlier issues of The Survey, which were likewise based on her experience as an itinerant case worker in rural parts. Page 438.

GROUCHO is the pungent columnist of Printers' Ink. Recently he plunged, quite innocently, into one of those questions of ethics which have bitten in so hard on some of the social workers who are feeling the growing pains of a young profession. Is a worker's first loyalty to himself, his public, his client, his boss? And if so, why so? Arguments (page 450) by PAUL L. BENJAMIN, of the Committee on the Costs of Medical Care, and JOHN D. KENDERDINE, of The Survey staff.

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SUN-BATHING AT HOME

Betty: "Nurse, I think Baby's done on one side; shall I turn him?"

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THE SURVEY

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No Stone Unturned

MICHAEL X. was one of the ninety-seven thousand jobless in Detroit who enrolled himself in the unemployment census organized by the city's young mayor as the first step toward fulfilling his campaign pledge to "do something for the unemployed." The twelve thousand demands for immediate relief filed in the course of the census fairly swamped the city's relief agencies, and Michael did not receive attention as promptly as he felt it was due him. Further, reports reached him that in regard to jobs as well as relief, preference was being given to men with dependents. So Michael took pencil in hand and wrote to the Mayor. A traveling Survey editor was lucky enough to pick up his letter from the top of a thick pile of personal appeals which were being answered by a stenographer in the overworked headquarters of the Mayor's Emergency Committee:

Dear Mayor Murphy, Your Honor—

I went out and worked for you in your campaign. I sure helped roll up the big vote. I been out of work since July. I wrote you before all about it. I wrote your committee, also. I got to have a job, Mr. Mayor. A man has got to eat and pay his rent and get something to wear this weather. I don't ask for no tobacco in times like this. I ain't like some. All I ask is the necessarys. Now, I ask you to give my letter some attenshin, Mr. Mayor. I have left no stone unturned for my part. I got out and worked for you. And besides that, I have registered and also got married.

Yours respectful,

Michael X.

Helping the Chests

THE Association of Community Chests and Councils is doing a little quiet dancing in the streets these days over the prospect, which it believes to be a certainty, that Congress will pass a bill authorizing corporations to deduct from income-tax returns their contributions to charitable, social service, and unemployment relief funds. The bill was introduced into the House by Willis C. Hawley, chairman of the Ways and Means Committee, at the urgence of Secretary Mellon who transmitted to both Senate and House a draft of the proposed legislation. The bill extends to corporations, during the period from July 1, 1930, to June 30, 1931, the same right to deduct charitable contributions from income tax returns that individuals enjoy.

Such legislation as this has long been a hope of the Association of Community Chests and Councils. The spread of chain stores and the absorption of local industries by large absentee corporations have created complications for many chests which this proposed amendment to the law would wipe out. That the deductions would apply only to the present fiscal year does not worry the Association. It will be satisfied, for the moment at least, to get its foot in the door.

The proposed bill is really a tail to the kite of unemployment relief. Rowland Haynes, vice-chairman of the Chicago Unemployment Committee, was the opportunist who saw the possibility of increased unemployment-relief funds if corporations were permitted to deduct their contributions from income-tax returns. He gained the interest of Col. Arthur Woods, who promptly carried the idea to Secretary Mellon. The Association believes that the effect of the law, immediately on its passage, would be to swell relief funds of every kind and to stimulate emergency relief funds in cities where the chest budget for relief is inadequate to the existing situation.

Christina Merriman

THERE was something at once vivid, daring, and constructive in the contribution which Christina Merriman made to the newer forces that have gathered head in the field of international relations since the World War. From the inception of the Foreign Policy Association in 1919, until her resignation two years ago because of ill health, she had been its secretary. Because of that ill health, she took her own life in December. Her associates over the years would like others to know, also, how she gave her life, over and over again, open-handedly, bravely, and effectively to a cause which is epitomized in the enduring message of the Christmas season: "Peace on Earth and Good Will Toward Men."

It is quite inadequate to say that Miss Merriman was secretary of the F. P. A. throughout its formative years. There was no such post and no such organization when she began. Ten years ago very little space was given by the press to the early luncheon debates at which the F. P. A. sought to ventilate some of the trouble centers in a post-war world. The first of those luncheons was held in a basement

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dining-room; today from one to two thousand people attend them fortnightly in New York, and similar meetings are carried out in seventeen cities. Ten years ago the F. P. A. on very slender resources was applying its instinct for fact-finding to issues that concerned American foreign policy. Since then has grown the work of its research department which with a faculty of experts, puts in the hands of newspaper editors, public officials, and citizens generally the country over, reports and bulletins which have an established reputation for the authenticity and lack of bias with which they illuminate situations back of the day's news.

The F. P. A. had neither endowment nor great contributors in its formative years. It was fortunate in its working team of executives—James G. McDonald as chairman and Miss Merriman as secretary. The association grew out of pooling the interest and participation of an expanding circle of people. And Miss Merriman's especial contribution was as an organizer of that interest and participation—not as a job but as something that is fundamental if the self-governing peoples are to bear the stress of ordering the world's life. Before the War, the United States was insulated so far as foreign affairs went. During the War, there was no crystallization of American policy—of the things we should stand for at the peace. In the six months preceding the Armistice, however, a group of economists, editors, historians, lawyers, and others drafted a series of specific planks in line with the general liberal aims which President Wilson had held aloft. These planks were given to the public Armistice week, but there is a vast difference between such a broadside of principles and a working organization to press for them. At a small committee meeting in The Survey office, Miss Merriman became the secretary of the group and raised the first money to gain wider hearing for their platform. By cable and publicity the democratic bearings of the peace negotiations at Versailles were driven home. From this nucleus grew the F. P. A., and from then on Miss Merriman shared in every phase of its activity, and brought imagination and a venturesome spirit to each stage of its growth. Her earlier work as secretary of Survey Associates from 1912 to 1915 had given her experience which she brought to bear in this new project in the field of international relations. Her associates on The Survey prized the same gifts that endeared her there—her ardent spirit, her bent for initiative, and above all a contagious quality which enlisted the intelligence and enthusiasm of others.

Steady Jobs for G-E Workers

FOLLOWING the introduction of an insurance plan to cushion the burden of unemployment and part-time employment (see The Survey, December 1, page 245) the General Electric Company announces an experiment in stabilizing employment which, if it is successful, will free a large group of its employes from this industrial hazard. The plan is similar in many respects to the Procter and Gamble scheme of guaranteed employment (see The Survey, April 1, 1930, page 18). For the first year it will be applied only to the incandescent-lamp department, where the product has been standardized and there is little risk of obsolescence and deterioration. To the workers in this department who are on hourly or piece-work rates, and who have been with the Company not less than two continuous years prior to January 1, the Company guarantees fifty weeks of work during the current year, "less only time lost through holiday closings, illness of the employe, or through plague, fire, flood, strike, repair or replacement of equipment, or other extreme emergency." The work week is defined as "the normal working hours per week for each division, department, factory or activity," but it is never to amount to less than thirty hours. Like the Company's unemployment insurance plan, this new scheme is optional with employes, and will go into effect only if it is accepted by a 60-per-cent vote of those eligible to participate in it at each works.

As in the Procter and Gamble set-up, General Electric employes who come under the guaranteed-employment plan may be transferred to other processes or departments, if their regular work "runs out." When so transferred, they will receive the regular wage paid for the work on which they are employed. If a job or a department is terminated permanently, no employe who is thus thrown out of employment is entitled to payments under the guarantee. The guarantee of employment does not affect the Company's right of discharge in individual cases. Like the unemployment insurance scheme of the General Electric, this stabilization plan is frankly experimental. In announcing the new undertaking, Gerard Swope, the Company's president, states: "This guarantee expires on December 31, 1931, but it is hoped that in the light of the year's experience, the company may be able to announce a renewal of the guarantee or the adoption of some alternative plan."

Buffalo's Waterfront

PICTURE a group of unsightly railroad tracks bisecting a potentially beautiful waterfront park. Picture an unused and dilapidated canal basin bordering the inner edge of these park lands. Picture an industrial area of a huge and growing city just on the outside of the canal completely stagnating because of lack of transportation facilities. A true picture this, of a goodly stretch of the Lake Erie waterfront area in Buffalo, New York. Picture again, by the wave of a fairy wand, the disappearance of the tracks, the conversion of the waterfront land into a beautiful park offering an unused site for public buildings, and playgrounds, the covering of the canal, and the providing of adequate railroad facilities for the neglected and deteriorated industrial neighborhood. Sounds impossible, perhaps. But that it is not, a careful consideration of the plan offered by Buffalo City Plan Association will prove. The salient features of the plan are simple. The city of Buffalo should acquire directly from the state, title to the abandoned canal. The consent of the New York Central Railroad should be obtained to accept the canal in place of the present right of way for its tracks, thus providing the railroad with a right of way equally desirable for its through business and for serving the important needs of a section of the city of Buffalo. Thus will the waterfront area be freed for appropriate development and the immediate vicinity rejuvenated, so to speak. An increased assessed valuation should result from the project. Today the average assessed valuation of industrial and business properties with railroad facilities in the immediate neighborhood is $1.11 per square foot with building assessments three times that amount whereas in the neglected area not now served by the railroad the average land assessment is 69½ cents with building assessment one and two thirds that amount. In other words, if the proposed changes were adopted, land values in

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this area should increase 60 to 100 per cent and new buildings from 300 to 400 per cent. As Fenton Parke, chairman of the Terminals Committee of the Commission says, the city must either decide to let matters continue as they are as to canal, rail, and development, or else abandon the canal, build the railroad, and make possible the resulting improvements.

New Money for Old

DURING the Atlanta Community Chest Campaign the committee received one day an anonymous letter pathetic in its implied reminiscence. To an ordinary sheet of notepaper, there was attached a one-dollar bank-note of current vintage and a twenty-dollar Confederate bill. The writer stated it had been in her possession for twenty-five years and she wished to donate it to the Chest "for any use that could be made of it." The committee decided to auction if off at the next report luncheon, and as a result of the able elocution of Hal Voorhies it was sold for $55. The money went into the campaign report for that day and the Atlanta papers carried the incident as part of their general news story. The Associated Press apparently picked it up for a small release, telling of its auction for charitable funds. In two days letters commenced to come in, from as far away as Batavia, N. Y., from Washington, D. C., Virginia, Georgia, North and South Carolina, from people who for years had kept Confederate money in their possession and who now asked the Chest to sell it for them! There were thirteen letters in all, from six states, and the offer of bills in denominations from one to one hundred dollars. For a moment it seemed that history had been lifted from the dull pages of textbooks and was being rewritten in this Southern city, for this year the Atlanta Chest for the first time went over the top, raising $417,000 against a budget of $398,000 and a record last year of $372,000, and fifty-five dollars of this came from a faded pledge of the Old South.

Grown-up Schoolhouse

THERE was always a particular desolateness about being kept in after school—rows of unfamiliarly empty desks, and outside the janitor's brush thump-thumping against the stairs. But in spite of having been brought up in that after-school atmosphere, adult education has flourished in its corners of schools and libraries and settlements, and has earned its right to homes which are particularly adapted to it. The building into which the New School for Social Research moved on January 1, has been designed to meet all the varied needs of a creative and continuing education for adults. It rises in flat layers of gray brick and glass among the three-story houses of West Twelfth Street in New York City. Designed by Joseph Urban, it is said to be "the only building devoted exclusively to an ideal" that Mr. Urban has ever created.

Probably the most striking achievement architecturally is the egg-shaped auditorium which expands upward in fretwork tiers which expand like layers of space rather than matter. The upper rooms—for classes, library, lounge, dining, art exhibitions, studios, offices—are all fitted into the comparatively small space of the building without cramping. For the most part the decoration is the modernist grace of their own lines and angles, and the flat glow of surfaces tinted russet, blue, orange, green, yellow. In one room, however, the walls are covered with murals by Thomas Benton, several of which have already been reproduced in The Survey (December 1, 1930, p. 271); they picture the multiple life of modern America. In another is frescoed revolution—Lenin, Gandhi, Huerta, and more impersonal symbols of revolt—in the colors of banked fires, by José Clemente Orozco. The sort of building, altogether, in which one might continue learning for thirty years—and that is what the School wants.

Instead of a formal "dedication," the New School kept open house for its friends the first four days of this month, and for this period special exhibits of modern pictures, furniture, rugs, and decorations were arranged.

The School started its building campaign just at the time of the stockmarket crash and went sturdily ahead under the consequent difficulties. A friend of the School took payment for the land in the form of bonds. A building loan was then obtained, and $500,000 in income bonds were issued, which friends of the School undertook to sell. In spite of the unfavorable prospects for such financing, all but $50,000 of these bonds have been sold, and the School is hoping to dispose of the remainder even in this dark winter.

504 Grand Street

SMALL wonder that there was general rejoicing at the recent house-warming at 504 Grand Street, Manhattan, tendered by the Housing Association of New York to Aaron Rabinowitz and Lieutenant-Governor Lehman, whose public-spirited vision made this enterprise possible. Small wonder, too, that on opening day practically all of the two hundred apartments were occupied, for in this model apartment house rents are but $12.50 a room per month. That not only the East Siders but families from all parts of the city appreciate such quarters is proved by the fact that almost a third of the tenants hail from Brooklyn, the Bronx, Harlem, and New Jersey. The new building is the second of its kind in New York City to be operated by the housing subsidiary of the Amalgamated Clothing Workers' Union. Located in that part of Manhattan which appropriately if unfortunately is famous as New York's slums, this six-story elevator apartment house will no doubt in the future be pointed out as a landmark in the history of housing development on the lower East Side. Admirable architecturally, it is built around a garden court, and offers the elements of beauty and every convenience the modern housekeeper craves, a joyous contrast to the old-law tenements with their series of dark rooms that surround it.

This enterprise is one of seven which have been built in various parts of Manhattan according to the terms of the State Housing Law, whereby it may—or may not—be remembered, dividends on invested capital are limited to 6 per cent, rents are limited according to location, certain building standards are demanded, in lieu of which requirements city taxes on the building are remitted for twenty years. Since this plan has passed the testing stage, all but one of the projects being highly successful, much may be said of the opinion of those who believe that it offers an important key to New York's housing problem. Moreover, it has already had a highly beneficial effect on property values in the vicinity of these buildings, with a consequent increase in the taxes collected on them by the city. An optimistic note was sounded at the housewarming, by Darwin R. James, chairman of the State Housing Board, when he said:

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With the demonstration that has now been made, commercial investors are beginning to see the advantages of other forms of investment. As a result the Board is about to approve two large projects, aggregating in cost more than $3,000,000 to provide homes for 730 families, both of which will be financed by commercial builders long experienced in apartment house construction in this city.

Congress and Immigrants

A RESOLUTION (S.J.R. 207) to suspend all immigration except that of non-quota and preference quota relatives of foreign citizens until July 1, 1933, has been introduced in the Senate by Senator Reed of Pennsylvania and in the House (HJR 410) by Representative Albert Johnson. The latter would except not only near relatives of American citizens but similar relatives of aliens already here, up to 50 per cent of the quota, and it would operate for five years instead of two. Undoubtedly these bills will receive popular approval for they are designed, according to their authors, to relieve unemployment by cutting off potential labor immigration.

At a joint hearing held on the proposed measure, representatives of a number of social agencies appeared to urge an amendment to the Reed bill, excepting from its provisions the near second-preference relatives (wives and children) of aliens who have been lawfully admitted to this country. Even with such an amendment, however, it is a question whether near relatives of alien residents will not be excluded by administrative order, thus defeating the object of the amendment. This aspect of a controversial matter is discussed on page 433 of this issue. The right hand may take away what the left hand giveth, if the public is not alive and alert to the situation.

Propaganda Has a Long Arm

THE long reach of propaganda, this time from the grave itself, is the way Boston accounts for the steady increase in the sum of bequests that are accruing to its four societies for the protection of animals. Wills written thirty or forty years ago, when propaganda in behalf of mistreated animals was in full cry, are now being probated with the result that a cause practically won, in Boston at least, has a growing endowment disproportionate to its present importance. Horses are gone from the streets of Boston as elsewhere, and small animals are enjoying, in humane treatment by the present generation, the fruits of the same propaganda that influenced the passing generation when it drew up its wills.

Proponents for the living hand as against the dead hand in altruistic bequests will find ammunition for their arguments in a tabulation of legacies to Boston charities over a period of five years made by William H. Pear of the Provident Association as part of a general survey of the financial trends in the city's charities. The group of agencies that showed an unvarying rise in the whole five years was the animal societies. Even in years when the total amount of bequests dropped sharply, these societies maintained their steady increase. In 1928, the last year tabulated, the four animal societies received 14 per cent of the whole amount willed to 116 charitable organizations. They received more than the nineteen religious organizations put together, twice as much as eighteen family societies, and were in fact exceeded by only one other group, that made up of nineteen agencies for children.

If the conclusion is sound that the present harvest of bequests springs from the propaganda of forty years ago, the door is opened to interesting speculation as to the harvest of forty years hence. Health has probably been more vigorously propagandized during the past ten years than any other single cause. Are the results of this propaganda being written now into wills that will become effective in 1970? And when 1970 comes around, will the human ills we now combat have vanished like the mistreated horse from all of the streets of Boston.

Grand Old Men

"WILLIAM WATTS FOLWELL, Minnesota's Grand Old Man," writes the Minneapolis Journal, "had completed writing the fourth volume of his History of Minnesota when he died in 1929, at the age of 96." That volume, just off the press, will be distributed by the Minnesota Historical Society. The first volume of the History dealt with the beginnings of Minnesota; the second covered the first seven years of statehood; the third traced the decades from the close of the Civil War on. Those earlier volumes did not deal with personalities. But in this fourth volume Mr. Folwell wrote about the men "who made Minnesota the state it is" and called one of his chapters "The Acts of the Apostles." Here he set down the story of the twelve men and women who "most helped in the development of the commonwealth." The fields in which these personalities figure are in themselves an interesting collection. He listed apostles of forestry, agriculture, cooperation, public charities, public health, parks and playgrounds, education, jurisprudence, labor, culture and patriotism, art, science, as well as an apostle to the Indians.

Friends of Hastings H. Hart will be glad to know that he was singled out by Dr. Folwell for the field of public charities. The historian wrote: "If the correctional and charitable institutions and agencies have advanced into the front rank, it is due to Hastings H. Hart."

Miriam Van Waters Resigns

AFTER many years service as referee of the Juvenile Court of Los Angeles County, California, Miriam Van Waters has resigned in order to devote the major part of her time to the work of the National Law Enforcement Commission. She was appointed consultant to the Commission at its formation and her renewed and increased services have recently been requested by the chairman, George W. Wickersham. Fighting frequent misunderstandings, both locally and afield, with sound training, deft skill, and tireless hard work, Dr. Van Waters set the Los Angeles Juvenile Court before the country as a melting pot in which theories of child care and probation were fused with the bare facts of child neglect and exploitation and a new understanding of child welfare brought forth. During recent years, part of her time has been given to the Harvard Crime Study. She was president of the National Conference of Social Work which met in Boston in 1930. She has written many articles for The Survey, some of which have later appeared, under the titles Youth in Conflict and Parents on Probation, as New Republic books. Six hundred friends and fellow-workers joined in a farewell dinner to her in Los Angeles on December fifteenth.

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In Place of Sheppard-Towner

SINCE the Sheppard-Towner Act ceased to be on June 30, 1929, Uncle Sam has discontinued the policy he pursued for the seven years preceding of matching federal funds with those of the states to promote the health of mothers and babies. That those seven years of demonstration and investment showed a return in appreciation within the states, is evidenced by action that many have taken since the federal subsidy ceased: nineteen states and Hawaii have appropriated from their own treasuries amounts equal to or greater than the combined state and federal funds for this work. In addition, Florida reports that the full program is being carried on by a special tax levy. The claim that the states would lie down on their part of the job if "demoralized" by federal subsidy seems very far from substantiation.

The states are going on as best they can, having seen what money can do to provide the professional skill, education, and other resources to save lives and health. But for half of them, the withdrawal of federal funds means that their program has had to be cut, and to be cut in a year when family incomes have shrunk and when there is need that every resource be mobilized if the country is to keep pushing down the death rates of mothers and children. During the seven Sheppard-Towner years, nearly sixteen hundred permanent child-health centers were established in thirty-nine states. But these are not enough. In health as in agriculture and industry, many states must look to Uncle Sam's pocket to supplement their own dollars if they are to hold the progress they have made and keep moving ahead.

Last winter and spring saw a welter of bills and amendments in Senate and House to continue the purposes of the Sheppard-Towner Act, but summer recess came without action. In a message to Congress in February 1930, President Hoover declared: "I recommend that the purposes of the Sheppard-Towner Act should be continued through the Children's Bureau for a limited number of years; and that the Congress should consider the desirability of confining the use of federal funds by the states to the building up of such county or other local units, and that such outlay should be positively coordinated with the funds expended through the United States Public Health Service directed to other phases of the same county or other local unit organizations." On December 3, 1930, he again urged that Congress consider this recommendation, adding, "The drain upon the federal treasury is comparatively small; the results, both economic and moral, are of the utmost importance."

As Congress comes together after the holidays, there will be a chance for action on a measure which embodies these recommendations. The Cooper Bill (H.R. 12995, identical with the Senate bill, 4738) was introduced last June and referred to the Interstate and Foreign Commerce Committee. It provides that "the United States shall cooperate with the states in promoting the general health of the rural population of the United States, and the welfare and hygiene of mothers and babies." Under its provisions there would be set up a Federal Health Coordinating Board, consisting of the surgeon-general of the U. S. Public Health Service, as chairman; the chief of the Children's Bureau, and the commissioner of education, to approve or disapprove cooperative health work of the government as specified in the bill.

For the fiscal year ending June 30, 1931, and each of the four following years the measure would provide $1,000,000 for maternal and child welfare to be matched by the states, with the bulk of the money to go to establish permanent local services. In addition to this provision, similar in purpose and amount to the Sheppard-Towner Act, the bill provides $750,000 for the current year and amounts increasing each year till they reach $3,000,000 annually in 1935 and thereafter for the development of local health units or organizations for the prevention of disease and the promotion of health among the rural population in general, to be matched within the states and allotted according to the proportion which the rural population of each state bears to the rural population of the whole country. Hawaii and Porto Rico take part under the same conditions which govern the states.

AMONG the several bills before Senate and House to continue the Sheppard-Towner activities, this one alone carries the provision for the development of a general local health service and alone is declared to have the President's approval. It has been accepted by the Public Health Service and with one slight amendment by the Children's Bureau. It has the endorsement of the state and provincial health authorities, the official representatives of the state health agencies with which the Federal Health Coordinating Board would cooperate directly. The amount available for cooperative rural health work in the current fiscal year practically doubles the sum spent through the Public Health Service for this purpose in 1930 ($331,697) and proposes to increase it tenfold by 1935. The bill maintains for five years the essential elements of the Sheppard-Towner Act.

Possibly the most impressive aspect of the recent White House Conference was the fact that it brought together the whole range of professional groups, who are working for children. The Cooper Bill would transmute part of that gesture into action by lining up three federal departments to work for child health and rural health. Spread over 120,000,000 Americans, its expenditures ask this year a cent and a half from each of us. The first step is to get the bill out of the House Committee on Interstate and Foreign Commerce, the next to move it quickly through House and Senate if it is to pass in this short session. Its number is H. R. 12995. Write at once or still better telegraph to the Committee and your Congressmen.

Courtesy Henry Street Visiting Nurse Service, New York

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Pennsylvania Thinks It Through

By ARTHUR DUNHAM

IF the Pied Piper should stroll through Pennsylvania playing on a pipe which could be heard only by the poor, the neglected, the wayward, and those handicapped in mind and body, he would be followed by an army of 125,000 children. If they were to march upon Harrisburg, the state capital, they would fill every bed in the city, with 44,000 left to encamp outside around Capitol Hill.

A modern city of 125,000 needs thoughtful, far-visioned planning for the future, if it is to become a better and not a worse place in which to live. Hence city-planning commissions, councils of social agencies, and community chests as social program builders.

But what about this city of 125,000 children? Each of these boys and girls presents some major problem—poverty, neglect, physical or mental defect, or baffling behavior difficulties. Yet no one knows what gifts of service and citizenship they may bring to their state, if rightly guided and trained. Their lives will help to shape the history of Pennsylvania.

What can a state do in the way of child-planning? Pennsylvania has been challenging itself with this question. And now it has answered its own challenge.

It was December 4, in one of the largest meeting places in Harrisburg. The voice of the chairman was heard. "All in favor of these resolutions will rise." Two hundred men and women, leaders in family and children's work in Pennsylvania, rose, then swept into a wave of applause.

"The Ten-Year Program of Child Welfare for Pennsylvania is adopted."

THE beginning of the story dates back to the spring of 1927, when the Children's Commission of Pennsylvania, which had been at work studying and suggesting revisions in child-welfare laws, vanished in the smoke of political controversy. The Commission left behind it an invaluable mass of fact material about child-welfare needs and resources.

Pennsylvania has a Public Charities' Association—6500 citizens banded together in an organization for state-wide social planning, education, and welfare legislation. For the sake of the children of the state the Child Welfare Division of the Association determined that these facts unearthed through the efforts of the Children's Commission should be put to work, for in them, with the help of public and private welfare agencies, lay the foundations for the building of a state-wide child-welfare program.

The first step was the printing of a booklet, Tomorrow, presenting facts and raising questions in regard to ten major divisions of the field of child welfare. During the winter of 1928-29 Tomorrow was used as a discussion outline at sixty-eight local round table sessions in thirty-eight counties, comprising 85 per cent of Pennsylvania's population.

FROM the findings of these discussions, to which nearly a thousand persons contributed, and from available fact material, nine committees of specialists drafted programs for their divisions of the field. A state-wide committee of representative citizens approved the program in tentative form in a booklet entitled Which Way?; nine thousand copies of it were distributed; more local round tables were held; criticisms and suggestions were sought. Six months later the drafting committees met again and put their programs through a process which ultimately reduced a fifty-page pamphlet to a clean-cut four-page chart!

Most appropriately, the time for launching the Ten Year Program fell within two weeks after the White House Conference for Child Health and Protection. In the call for a State-Wide Child Welfare Conference, issued by the Child Welfare Division of the Public Charities Association, it was said:

> The Conference which you will attend as a delegate is one of the most significant gatherings that has ever been held in the State of Pennsylvania.
>
> For the first time in the history of Pennsylvania, or probably of any other state, a body of citizens representing the family-welfare and child-welfare forces of the state, public and private, will come together to adopt a state-wide program of child welfare setting forth common objectives and looking ten years into the future.

The Conference, held in Harrisburg on December 3 and 4, was an impressive and enthusiastic gathering. Back of the 250 delegates lay two years of cooperative building,

One Section of the Ten Year Program of Child Welfare for Pennsylvania

DIVISION	FACT FINDING	EDUCATION	LEGISLATION
I. FATHERLESS CHILDREN: THE MOTHERS' ASSISTANCE FUND	1. *Study the problem of increasing grants that they may more adequately meet family needs.* (State Office, Mothers' Assistance Fund.) 2. Study further the question of where responsibility should be placed for the care of other types of dependent children not now included under the Mothers' Assistance Fund law. (Child Welfare Division, Public Charities Association of Pennsylvania.) 3. Study further the need for revised equity ruling. (State Office, Mothers' Assistance Fund.)	22. *Conduct continuous publicity to inform the public of the need for greater financial support and further legislation.* (State Office, Mothers' Assistance Fund call together group of Trustees to organize State-Wide Committee of Trustees and others.)	88. *Secure an adequate State appropriation to clear the waiting list.* (Statewide Committee noted under Education.) 89. Extend the law to include the father has been declared legally dead. (State Office, Mothers' Assistance Fund.)

Primary objectives are printed in italics. After each recommendation (or group of recommendations) is given the name of the organization or organizations which it is suggested take the initiative in carrying the recommendations into effect.

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participated in by 159 members of state-wide committees; welfare agencies, both state-wide and local; and 1160 public officials, social workers, citizens—members of local round table groups—to say nothing of several thousand more persons who had come in touch with the Program through pamphlets, newspaper stories, or word-of-mouth publicity.

In the first of the three conference sessions, Helen Glenn Tyson introduced the delegates to their task. The program was then discussed and revised in four lively section meetings. Twenty-three amendments were made; most of them concerned minor matters, but nine involved real changes of substance. Said one observer: "The thing that impresses me about this conference is that these people really know what it's all about! Nobody could put anything over on this crowd if he wanted to!"

At a dinner meeting Julia C. Lathrop and Dr. S. M. Hamill interpreted the White House Conference, held two weeks before, and the relation between its work and Pennsylvania's undertaking.

In the closing session the Program in its final form was presented to the Conference by the secretary, was put to vote by Mrs. Bayard Henry of Philadelphia (the chairman), and was unanimously and enthusiastically adopted.

The Program includes 116 recommendations relating to the following divisions of the field of child welfare: fatherless children—the Mothers' Assistance Fund; family aid from public and private agencies; children away from home—foster care in families and institutions; children before the courts—juvenile delinquency; marriage laws and the child; the deserted family; children of unmarried parents; crippled children; children with visual handicaps; children with mental handicaps and hard-of-hearing children.

IN the final address of the Conference, Owen R. Lovejoy gave the delegates a vision of their "decade of opportunity." He pictured the "marching army" of Pennsylvania's children—an army that will include six million boys and girls within the next ten years. He said:

> In this large group of Pennsylvania's children are today 125,000 so far deprived of the recognized rights of children that they are officially classed as "dependent, neglected, delinquent, or handicapped." I understand you are not to be satisfied with simply improving conditions so that at the end of a decade they will not be as unfavorable as today. Your goal is far higher than this. You are to demonstrate that so long as there is one neglected child in Pennsylvania some of the abundant resources of your commonwealth have been misplaced. So long as there is one delinquent child in Pennsylvania, wandering on the road that will eventually lead him to the criminal court and prison, your educational, recreational, and other inspirational forces have failed to reach the goal, and so long as there is one dependent child in Pennsylvania the ideal of "a home for every child" has not been realized.
>
> I know of no group in America that has undertaken with the same foresight to wrestle with a problem so complex and so fascinating. . . . So here, it is my hope and belief that by looking ahead instead of behind, planning for ten years instead of one, you may lift from that sad and needy group of 125,000 little children the burden that now is crushing them and enlist them in the army of independent normal children who need only that healthy environment which society should furnish all of us.

Pennsylvania's Ten Year Program is a tribute to state-wide teamwork, to widely diffused leadership, to unselfish service, and to the creative value of group thinking. The completion of the building of the Program has brought a heartening sense of achievement. But the child-welfare forces of the state are facing the future, not the past. Their spirit is expressed in these words from the introduction to their Program:

> We have reached not the end but the beginning of Pennsylvania's adventure in child welfare. The work that lies ahead will challenge the best that we have to give. But as we attack the task, we shall do so knowing that the family and child-welfare forces of Pennsylvania are united upon common aims as never before; and that this union will release forces of good will, understanding, loyalty, and determination whose effect upon the lives of the children of today and tomorrow stretch far beyond our vision, into a limitless future.

High Lights from the Ten Year Program of Child Welfare for Pennsylvania

(A publication containing the entire Ten Year Program, with its 116 recommendations can be obtained at a nominal cost from the Child Welfare Division, Public Charities Association of Pennsylvania, 311 South Juniper St., Philadelphia.)

1. Emphasizing the preservation of family life as the basis of all child welfare; and stressing the "oneness" of all child-caring work, the single aim being the development of the personality of the individual child.
2. Securing a state appropriation for the Mothers' Assistance Fund sufficient to clear up the waiting list of 2500 eligible mothers who can receive no grants at present because of lack of funds.
3. Employment of trained welfare workers and the giving of constructive family service by directors of the poor.
4. Increasing the effectiveness of the service of juvenile courts; raising the juvenile court age to eighteen; modifying the court's jurisdiction; and establishing a state probation bureau.
5. Development of the spirit and service of domestic-relations courts in the present courts; more effective handling of the problem of desertion, through skilled probation service and individualized treatment based on careful analysis of each case.
6. Study of the problem of hasty marriages and proof of age in securing marriage licenses.
7. Securing legislation giving the State Department of Welfare a check on the incorporation of new welfare agencies.
8. Study of the laws relating to illegitimacy; and education regarding the care of the unmarried mother and her child.
9. Securing the fullest possible measure of opportunity, education, and training for physically and mentally handicapped children.
10. A coordinated state-wide program for crippled children, covering the location of cripples, examination and treatment, care, education, vocational training, and employment.
11. A program for visually handicapped children, including state-wide registration, medical examination and treatment, education and training, vocational guidance, and placement.
12. Strengthening of public schools, mental clinics, and institutions to bring about a unified program in behalf of problem children and those who are mentally ill or mentally defective.

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A State Dismissal Wage Act

By ERNEST G. DRAPER

THE experience of the last year has made us acutely aware of the fact that cyclical depressions slap industry with disagreeable frequency. It is well-nigh impossible for most concerns to avoid the disastrous effects of these depressions even if, in combatting seasonal unemployment, the company's record has been more or less successful. Argue as we will, the facts appear to prove that severe depressions are bound to result in shrinking sales, lowered company earnings, and a consequent lay-off of workers.

The question is, then, What are we going to do to stabilize the worker's income in times of economic strain such as cyclical depressions breed?

One fact is certain. We are not going to affect the situation permanently by emergency-employment or work-relief methods, excellent as these methods may be in times of acute distress. Also, we are not going to cure a depression by the often-tried and never successful method of ballyhoo. Sunshine prophesies, patriotic "buy now" campaigns, and talks with forty-four governors in forty-four minutes are all pleasant ways of letting off steam but their ultimate effect is probably zero. To "buy now" a commodity, the price of which is still out of line, is not patriotic. It is foolish and wasteful in that it helps to continue rather than to correct the necessary readjustment. Committees of one thousand, one hundred, or one imply the comforting assurance that, now the matter is in higher and better hands than ours, there is nothing for us to do except to do nothing. There is no adequate remedy for unemployment that can be applied by sure-fire and slap-dash expedients. To attack this old and ravaging disease in any other than a long-time way is merely to invite repeated defeat.

Among constructive measures, the most comprehensive put forward seems to be governmental unemployment insurance, patterned along the lines of workmen's compensation for industrial accidents. So far suggestions relating to this means of stabilizing the worker's income have been vague and general in scope. The leading examples of this principle in action—the governmental plans of England and Germany—are undoubtedly functioning with some success, But this type of insurance displays two great weaknesses:

1. It has a tendency to "freeze" labor in the very areas in which unemployment is most acute. A man out of work in Wales, for instance, is more interested in staying at home and collecting his unemployment allowance than he is in moving to some other part of England, even though the chance of getting a job there is quite bright. Such "freezing," therefore, helps to retard rather than to promote the recovery of trade.

2. The emphasis of these European systems is upon relief rather than upon prevention. Sir William Beveridge, one of the framers of the present law in England and the foremost English authority upon this problem, writes:

> The real danger of unlimited relief of unemployment lies not in the fear of demoralizing individual workmen, but in the fear of demoralizing governments, employers and trade-union officials so that they take less thought about prevention of unemployment. Once it is admitted in principle that either under the guise of insurance or in some other form, genuine unemployment can be relieved indefinitely by the simple device of giving money from a bottomless purse, prevention is only too likely to go by the board. The thoughts and time of governments and parliaments may be absorbed, as they have largely been absorbed during the past ten years, in successive extensions and variations of the relief scheme. The fear of causing unemployment may, as Mr. Rowe and Professor Clay have suggested, vanish from the minds of trade union negotiators and lead to excessive rigidity of wages and so to unemployment. Industries practicing casual employment—like dock and wharf service and building—or practicing perpetual short-time—like cotton—may settle down to fatten on the taxation of other industries or of the general public, in place of reforming their ways.

This unfavorable evidence upon current European experience tells only part of the story. Just because these particular plans are not functioning with complete success does not mean that a modified application of the same principle might not help to solve our problem in this country. If such a plan kept as clear as possible of governmental entanglements and placed the emphasis upon preventing unemployment rather than upon relief, its chance of success would be much greater.

WITH these facts in mind, there is submitted herewith the outline of a State Dismissal Wage Act. By dismissal wage is meant a wage paid to a worker who is honorably dismissed (i.e. laid off) for lack of work. This plan is tentative. There are obvious objections to it. And yet, its main purpose appears to be sound, both from the standpoint of industry and of labor.

A State Dismissal Wage Act

1. A worker, who voluntarily leaves the employ of his or her company, or who is dismissed for misconduct, gross negligence, or gross inefficiency, shall not be eligible for a dismissal wage. However, any contribution he or she may have made to the dismissal-wage fund (as hereafter outlined) shall be returned to him or to her, without interest, upon leaving the company's employ.

2. A worker, dismissed for lack of work, shall receive one month's wages, either in a lump sum or in nine weekly instalments, according to the preference of the employer. The one month's wages shall be equivalent to four and one half weeks of the average weekly wages of the employe while working full time for three months preceding his lay-off.

3. If a worker claims he has been dismissed unfairly for any of the causes mentioned above (except for lack of work) he may appeal to the industrial commissioner of the state. It will be the duty of the industrial commissioner to appoint committees to decide such cases. These committees shall consist respectively of three persons, one from the state department of labor, one from the company involved and one chosen by these two. The decisions of such committees shall in each case be final.

4. No worker shall be entitled to a dismissal wage under this act who has not been an employe of the same or con-

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stituent company for at least six months prior to his lay-off.

5. In the meaning of this act, a lay-off for lack of work exists when a worker is dropped from the pay roll altogether or is receiving less than 50 per cent of his normal, average weekly wage for more than three weeks in succession.

6. If an employer who is about to lay off an employe for lack of work secures or helps to secure for that employe a job at or approximately at the same wage which the employe has been receiving and this job is in other respects satisfactory to the employe, then the original employer need pay to the aforesaid employe a dismissal wage of only two weeks' average weekly wages instead of one month's wages computed as hitherto specified, providing the said employe is given one week in which to determine whether the new job is satisfactory. The continuance of the said employe at work at the new job for more than one week will constitute final evidence that the new job is satisfactory.

7. For employes who have been in the employ of the same or a constituent company continuously for more than five years but less than ten years, the dismissal wage shall be equivalent to two months' wages, computed as hitherto specified and paid in one lump or in nine equal instalments, according to the preference of the employer.

8. For employes who have been in the employ of the same or a constituent company for more than ten years but less than twenty years, the dismissal wage shall be equivalent to three months' wages, computed as hitherto specified and paid in one lump sum or in twelve weekly instalments, according to the preference of the employer.

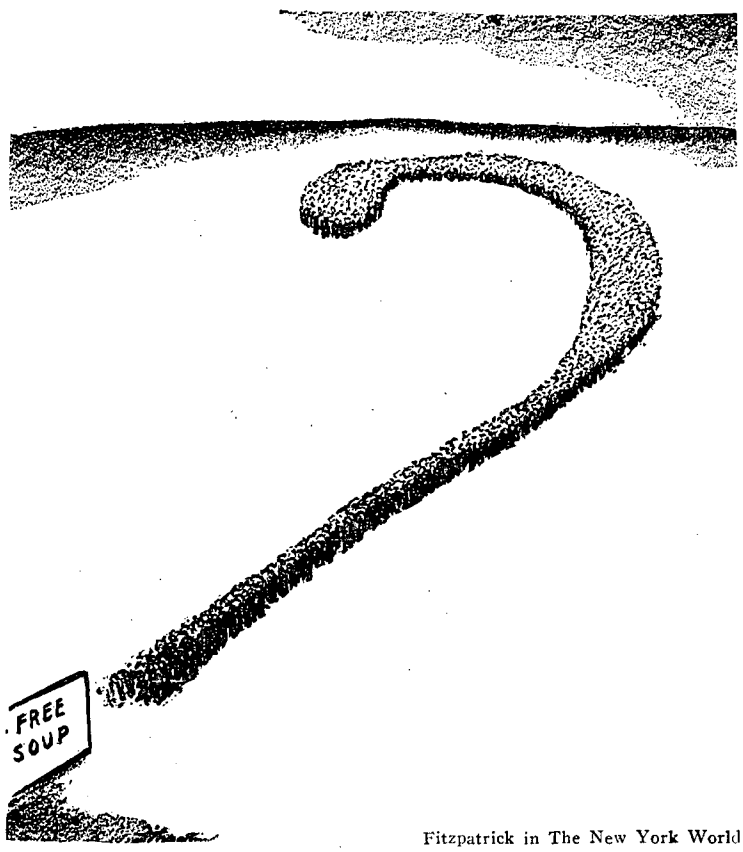
9. For employes who have been in the employ of the same or a constituent company for more than twenty years, the dismissal wage shall be equivalent to six months' wages, computed as hitherto specified and paid in one lump sum or in twenty-four weekly instalments, according to the preference of the employer.

10. In order to defray the expense of a dismissal wage to workers, a dismissal-wage fund shall be established in every company operating under this act. This fund shall be made up of equal contributions from both employers and employes. Employers shall contribute annually to the fund at the rate of not more than 1 per cent of the total payroll for each calendar year. Employes shall contribute to the fund monthly at the rate of not more than 1 per cent of their wages during each month. If, in any one year, the withdrawals from the fund are greater than the combined total of the fund, the deficit shall be made up by the employer.

11. No provisions in this act shall apply to federal, state, city or town employes working within or without the state nor to any workers in the state other than those engaged in manufacturing, mining, distributing, selling, transportation or mercantile pursuits.

12. Any employer who wilfully violates any provision or provisions of this act shall be guilty of a misdemeanor and subject to a fine or imprisonment or both.

13. If any question shall arise in the administration of this act which is not specifically covered in the act, the question shall be brought to the attention of the industrial commissioner of the state and he or she shall have full power to decide each question and his or her decision shall be final.



Fitzpatrick in The New York World

The Question Before the House

The chief advantages of the above plan are threefold. First, it steers clear of too much governmental interference with industry. Unemployment is a problem to be worked out between employers and employes with the minimum amount of paternal assistance from the state. Second, the worker is plainly told that he is dismissed for lack of work but receives a reasonable wage at the time of his dismissal. This makes him realize that he must actively search for work elsewhere, but the financial assistance received gives him courage to push his search aggressively. Third, and much more important than all, the financial burden under this act bears relatively lightly upon all employers who keep their dismissals down to a minimum. In other words, there is every incentive in the world for employers to regularize their production; and the more they do so, the easier it will be for them to operate profitably under the limitations of this act.

It is well to bear in mind that there never has been and probably never will be any grand, complete solution to the problem of unemployment. Neither the above act nor any other will entirely relieve by itself the distress of hard times. What is needed is an attack all along the line. We must improve our statistics of employment, extend and make more effective our state employment agencies, develop a technique of public-works construction, and organize communities and charitable agencies for a long war against what we now recognize as a persistent disease. Only by a many-sided, intelligent, and prolonged effort can we hope to conquer this vicious bane of modern civilization.

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How Europe Insures Against Sickness

By W. C. RAPPLEYE, M.D.

ALL the important countries of Europe and a considerable list of countries elsewhere in the world provide sickness insurance in one form or another for large numbers of their working population. In Great Britain, for example, the National Health Insurance Act of 1911 now covers some sixteen million workers in industry, commerce, and agriculture. In Germany more than three quarters of the employed population are insured against sickness; in Denmark, nearly two thirds of the total adult population. There is a general tendency in these various plans to expand medical services to include the family of the insured person and to provide complete medical care, including hospitals, specialists, laboratories, nursing, sanatorium treatment, dentistry, etc.; and to raise the upper income brackets to extend insurance to middle-class groups.

Probably the most significant general characteristic of sickness insurance in Europe is that it is a part of a comprehensive scheme of social legislation. The various plans of social insurance aim to distribute the burden arising out of three major groups of risks to which workers are liable: risks of economic origin, such as unemployment; those of occupational origin—industrial accident and occupational disease—now covered in all countries by workmen's compensation laws; and those which do not originate in occupation—sickness, disablement, maternity, old age, and death. In its evolution and present relationships, sickness insurance is an integral part of a general social organization.

Assistance in illness was included among the benefits of the guild organizations of the Middle Ages. As new conditions developed in industry, many new groups came into existence to replace the guild and journeymen's organizations, such as trade unions, friendly societies, assurance societies, religious, school, juvenile, territorial, interoccupational, and similar funds, and a variety of other mutual-benefit associations. Most of these provided cash sickness benefits and some provided medical care.

The voluntary insurance movement, however, proved insufficient to meet all the needs of the working classes. The idea of making collective protection against sickness compulsory and applying it to all persons mainly dependent upon labor was first formulated at the French Convention in 1794. The first practical effort to apply this principle was embodied in the German Act of June 1883. At the present time there are twenty-three countries with compulsory sickness insurance and seventeen which rely largely upon voluntary forms.

The original purpose of sickness insurance was to provide cash benefits for persons incapable of working and so replace a part of the wages lost because of illness. Gradually the emphasis was shifted from compensation to restoration by means of proper medical treatment to obtain a cure of the illness or disability and the prompt return of the individual to his work. Recently a new and growing emphasis has been placed on the prevention of illness and disability. While the plans in the different countries vary considerably, all endeavor to provide a method of distributing over a large fraction of the population the economic burden arising out of the cost of medical care and the reduction or cessation of income during the period of incapacity. In general, the various schemes are financed by a combination of contributions from the insured persons and their employers, compulsory savings, indirect taxation and state subsidy.

The German plan of sickness insurance provides a complete medical service for the insured person and his or her family, including specialists and hospitals. The funds created by the original Insurance Act of 1883, are largely territorial in character, in distinction to the mutual benefit associations and trade union associations in other countries. Physicians are paid according to the number of their visits under a contract between the medical profession and the insurance funds. This method of payment and the low fees are probably the chief causes of the rather unsatisfactory medical services received by a large part of the population. About 80 per cent of the physicians in Germany are dependent upon the sickness funds for their livelihood and only about 5 per cent obtain their income from private practice alone.

MANY conflicts between the medical profession and the insurance funds have led to the organization of clinics by different funds to provide medical services on a salaried basis, independent of the practitioners. The funds have found it necessary to employ confidential physicians to check constantly on the work of the practitioners in order to control unnecessary visits to doctors, unnecessary treatments, the too-generous certification that patients are unable to work, and other abuses. The conflict grows out of the desire of insurance physicians to increase their incomes by multiplying visits by patients (the average income of insurance physicians is about 6000 marks) and to satisfy patients by securing additional benefits, medicines, and treatments for them. Medical services under sickness insurance in Germany at present are unsatisfactory for the patient, the physician, the medical schools and clinics, and the public in general. It is not likely, however, that fundamental changes in the program of social legislation will be made.

In Great Britain for many years physicians provided medical care through contracts with private clubs, employers, provident dispensaries, church clubs and, more particularly, the friendly societies and trade unions. Many abuses grew up and everyone agreed that the provision of medical attention for the working classes was unsatisfactory. The National Health Insurance Act of 1911 resulted from the growing discontent. That act made compulsory a contributory system of health insurance and pensions for all workers whose wages did not exceed £160 a year (the present income limit is £250 a year). It set up a single device for the collection of contributions but a dual method of distributing benefits. The medical benefits are distributed through the regional medical offices set up by the Insurance Act and the cash benefits are disbursed through the so-called Approved Societies, which are made up largely of the former friendly societies, trade union associations, and similar organizations.

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The Act provides for the services of a general practitioner for the insured person only, not his family (in contrast with the provisions in Germany). The services of specialists and hospitals are not covered. The country is divided into about two hundred areas for purposes of administration. At present a physician is allowed a maximum of twenty-five hundred persons on his insurance list, but the average number per physician is about one thousand. Physicians are paid 9 shillings per insured person per year (not according to the number of visits, as in Germany), which is approximately three times the amount paid for the same type of patients under previous schemes of contract practice. The Ministry of Health has set up many regulations for insurance practice which interfere with the freedom of the physician, but there is general agreement that conditions of practice are very much improved. An overwhelming majority of the insurance physicians in Great Britain are in favor of the present plan.

IN August 1930, the British Medical Association published proposals for a general medical service for the entire nation in which it outlined four economic groups which should be recognized for the purposes of medical care. The first includes those who prefer and are able to pay for all medical services. The second, those who are able to pay for domiciliary care but for whom institutional services should be provided by direct payment or by voluntary insurance schemes. The third, those who will be able to get non-institutional services by a system of national insurance and who should contribute toward the institutional services through a voluntary insurance arrangement. The fourth group includes those who can contribute nothing and are now cared for largely under the poor laws. These proposals suggest the inclusion of the entire family in each group. The physicians have agreed to an extension of the present insurance program providing they are adequately compensated and have a larger voice in the administration of the professional phases of the program.

Under the present British insurance scheme, special provisions are made for the rural districts. In sparsely settled areas of Scotland, for example, there is a subsidy which guarantees the physician £500 a year.

Denmark resorts to a voluntary or elective form of sickness insurance which is a part of the comprehensive plan of social legislation begun in 1892. While the plan is voluntary in a legal sense, there are severe penalties for the failure of a citizen to insure if his income is below a certain amount, which varies with his occupation and locality. The aim is to offer inducements for individuals to join an insurance fund and penalties for those who do not. The state contributes substantially. Medical services are entirely under the control of the organized medical profession, which undertakes to maintain a high quality of service and to discipline its members for infractions of the rules of practice or the contracts with the funds. The physicians receive their remuneration in different ways, depending upon the locality. It is higher under the insurance plans than in other countries and the general level of professional service is high.

A compulsory scheme of insurance was inaugurated in France on July 1, 1930, under the direction of a Superior Social Insurance Council in the Ministry of Labor. The money collected is divided into two parts—one for old age benefits, the other to cover sickness, maternity, invalidity, and death benefits. To curtail unnecessary expenditures for medical care, each insured person must pay from 15 to 20 per cent of the cost directly; i.e., in addition to the insurance coverage. As a further check, the insurance funds will not pay for medical services beyond 50 per cent of the average basic daily wage for the preceding year, except in certain instances. These two provisions aim to correct several of the outstanding defects in insurance practice in other countries. The medical profession in France is opposed to some of the provisions of the act.

The problems in other European countries are similar. The sickness, disablement, invalidity and other benefits of social insurance require certification of a physician. A considerable part of insurance practice consists of certification and prescriptions for medicines, treatments, and the like. Patients with a free choice of physicians have a tendency to select the physicians who are most liberal in certifying to inability to work or eligibility for benefits. The physicians cannot avoid being a part of a plan that, in some regards, has a bad moral influence on them as well as on their patients. There is a distinct tendency in all insurance work to increase the number and length of illnesses and to increase the period and rate of benefits, with consequent increase of the total cost of insurance. The doctor tends to become a judge of fitness to work, and not always an impartial judge, rather than a physician to treat and prevent illness. These and some of the other defects arise largely out of the failure in the evolution of social insurance to separate the financial aspects of sickness benefits from those of medical care.

THERE is a distinct tendency in insurance plans in Europe to expand medical services and to broaden the economic groups they cover. It is believed that the number of persons permitted on the insurance list of the physician in some countries should be reduced in order that each physician may render more satisfactory service, providing he will secure a larger fee per person to compensate him for doing better practice. In most countries the administration is largely in the hands of laymen and the doctors are anxious to obtain a larger voice in its direction, particularly in the administration of professional matters. In Holland, as an illustration, the physicians have organized forty association funds of their own, and in Denmark the medical aspects of administration are quite satisfactory. Officers of many German funds wish to place their physicians on salary.

Probably the economic and social factors which have contributed largely to the development of insurance schemes abroad are operating in this country. It does not follow that the programs developed in European countries are necessarily the most satisfactory methods of dealing with American problems since their economic and social life and their relationships in labor and industry are very different from ours. Many believe that we should evolve a plan especially adapted to our particular needs and social philosophy, and programs are being developed here to distribute the economic burden of illness in a variety of ways. It is important, however, that we should be familiar with the beginnings and the evolution of sickness insurance in other countries so that we may benefit by their experience. There is a growing appreciation that any scheme of organizing and financing medical services that fails to retain a high quality of professional care and proper emphasis on the prevention of illness and disability will, in the long run, be detrimental to the public welfare. It is important, also, that we keep in mind the differences between cash sickness benefits and medical benefits which have been confused in the slow development of the programs abroad and have led to many of the difficulties in the administration of sickness insurance in European countries.

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Big Bill Johnson

By LEONARD W. MAYO

GOING on fifteen, a little scared and a little defiant in this new experience, Big Bill Johnson came to the institution for problem children. He wasn't really big, in fact he was a little undersized, but he liked the sound of the nickname. The institution inherited Bill from a long line of influences that had tried to direct him and had failed. Retarded in school—his mental age was just a shade over twelve—he was uninterested and a chronic truant and trouble maker. Predatory activities under the spell of the gang were about the only play life he knew. Home was dreary and irksome—inadequate foreign-born parents, brothers and sisters more successful than he and quick and eager to remind him of his shortcomings. Probation had been tried, but the lure of the gang was too strong, the school conflict too intense, and the clashes at home too violent. Eventually the judge of the children's court decided that the institution was the only place for Bill.

Not so very long ago Bill, on entering an institution, would have been thrown into a heterogeneous group life with a school curriculum little different from the one in which he had already failed. Although removed from the irritating influence of the family life, the institution commitment would have held a certain degree of insecurity and vagueness as to the future, which Bill would have sensed as quickly as anyone. But now before the institution tries to adjust Bill to a new way of living, it finds out what Bill has to adjust with.

So Bill goes to psychiatric clinic. The psychiatrist talks long and intimately with him. The social worker obtains an adequate social history. The various specialists put him through a comprehensive battery of tests. Then the clinic, as a professional group, evaluates Bill in the light of all the testimony and recommends to the administration of the institution a program which points the way to Bill's particular and personal regeneration.

Bill needs, says the clinic, a diversified and elastic school program which will captivate his interest and stimulate and motivate him. He must be given an opportunity to make a definite success in some activity free from his overshadowing brothers and sisters. He must be built up physically by means of special diet. Enuresis, which has probably developed as a means of getting attention, will very likely disappear as legitimate attention is gained through other avenues. He should be placed in a cottage where interesting activities are going on and where he will have an opportunity to sublimate some of the gang interests he has found so irresistible. When the parents visit the child, or when workers visit the parents, there should be an objective attempt to help them see that Bill isn't such a bad fellow after all.

Now of course Bill might have been lucky enough to get much of this treatment without the instrumentality of the psychiatric clinic. But experience no less than common sense warrants the assumption that the clinic makes it possible to attain constructive goals with less bungling and fewer tragedies than the trial-and-error method and with a minimum of destructive influences on the human personality involved.

With the complete picture of the real Bill before it, the institution is now faced with the administrative problem of carrying out the recommendations of the clinic. The clinic and the institution exist, of course, for the same fundamental purpose, but there has been, perhaps of necessity, a wide divergence in their points of view. The clinic has been apt to see Bill as an individual standing alone, while the institution has been prone to feel that the influence for his salvation was in some mysterious way inherent in group life. Our problem now is to integrate the individual and the group approach, and discover how we may best weave psychiatric service into the warp and woof of institution life.

Such an integration requires a definite administrative device depending somewhat, of course, upon the size and type of the institution. Some type of classification or child-study plan has been found simple and effective. Originated by Calvin Derrick, superintendent of the New Jersey State Home for Boys at Jamesburg, this plan with necessary adaptations, has operated successfully in many institutions, among them the Berkshire Industrial Farm at Canaan, N. Y., the Children's Village at Dobbs Ferry, N. Y., and the New Jersey State Home for Boys.

THE procedure in the case of Bill Johnson is still typical. The clinical findings on Bill are given to a committee composed of institution executives, the superintendent, the vocational and academic director, the heads of the social service and welfare departments, the psychiatrist and psychologist (if they are available within the institution), and the head matron and assistant superintendent in charge of work assignments. To this group the psychiatrist or clinical director outlines Bill's background and needs, as he sees them, and details the definite recommendations that have come from the clinical study. In some instances, Bill himself may come before the committee to express his own opinion of what can be done for him. And, finally, the responsibility for Bill's program is parcelled out among the executives, each assuming that portion which fits into his place in the institution administration.

Institutions using this plan must, if it is to succeed, make a regular check-up on the progress of the child, so that he may not be "lost" at any stage of his training. His whole progress must be reviewed and his program changed as his progress dictates. The child should, of course, have the right to request changes in the program, such as cottage or work assignments, and all such requests should be considered.

This plan is equally effective in revealing the needs of the child and the facilities and equipment of the institution to meet those needs. It helps the professional group of the clinic to keep its recommendations within the realm of practicability, and it stimulates the administrator to an increased elasticity in adapting the facilities of the institution to meet the varied needs of its wards.

This "participating observer," who has watched this correlated functioning of psychiatric clinic and institution un-

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der a variety of conditions, sees three major results which may be expected from its workings:

In intake: The clinic is of service in the designation and classification of certain types of children for whose specialized care institutions have long felt inadequate. By assembling data to show the types a particular institution is best equipped to treat, the clinic may help to evolve more constructive and far-seeing intake policies.

In treatment: Treatment in the institution includes correction on the mental, emotional, and physical levels. The clinic by its whole personality picture offers increased facilities for correction and contributes much on the preventive side by which more behavior crises may be averted. In treatment plans, the cottage personnel, teachers, and group leaders, must be given a vital part, for it is they who hold the key positions in the lives of the children. This child-study-committee plan routes the clinical recommendations right down through this group and brings to it the advantages of professional service.

In discharge and after-care: Many institutions feel that a mechanical credit system or the opinions of one or two members of the staff do not furnish sufficient basis upon which to determine eligibility for parole or placement. Here the clinic group aids by adding to the institution records its professional observations on the personality changes that the treatment has effected, and places discharge policies on a more scientific basis.

The success of the correlated functioning of clinic and institution must in the end rest on the human equation—the men and women of the clinic and of the institution. No device of organization or of administration will be effective unless it is supported by the understanding and respect of each group for the contribution of the other. The psychiatric worker must know the institution in all its historical, traditional, and developmental aspects. A temporary job in the institution, in close contact with its day-by-day problems, will give to this worker new insight into the whole situation of which his efforts are a part. The institution administrator must exert his best qualities of leadership in imbuing his own staff with an objective spirit of experiment and research, thus preparing the ground for the service of the professional clinic group. This group, in turn, must regard the institution as a unique laboratory for study and service in the improvement of human behavior.

Experiments and research in human behavior have gone forward largely in fields other than the institutional. Knowledge and technique have now reached such a point that they constitute a challenge to administrator and psychiatrist alike to integrate the concepts of group and individual treatment within the institution. Only by keeping our practice abreast with knowledge and adapting our technique to meet the needs of specific situations can we realize our common fundamental objective of saving the Bill Johnsons for themselves and for the world in which they live.

When a Girl's Idle

By ELIZABETH LEITZBACH FONTAINE

"VIOLET GUERESSI has a job! She's that dark-haired girl the employment office called down to the fourth floor this morning." The news spreads along through the girls practicing typing and transcribing and on in a quiver of excitement down the accountancy table. Miss Gueressi has been in the business English class and now the news is almost too good to be true, for it sounds like normal salaries—$40 a week as a translator and secretary! It's news like this that brings a new zest to every girl in the bare loft room.

The equipment in the crowded fourth floor of Chicago's Loop Y.W.C.A. includes a lobby and reading room where girls gather for relaxation and companionship, a luncheonette where paper packages brought from home can be opened inconspicuously, wash rooms and even free showers and curling irons to help a girl freshen up before going out in search of work, a gymnasium for fun and fresh air, employed secretaries who come close to the problems of the girls. The fifth floor of this old building is equipped with office machines in all the latest models for practice use, secured through the efforts of the Business Men's Advisory Committee who had sponsored the work of the Y.W.C.A.'s service department. Equipment companies sent instructors and the director of a business college offered three of her assistants and her own time for special classes.

A dazed girl who sat for hours in the lobby listlessly watching the throng or reading the newspapers; a panic-stricken girl who had been looking for work that day at eleven places; an hysterical girl who believed she was losing all her shorthand speed away from office practice so she could never hold a job if she did get one—such cases made the bureau of employment and vocational guidance of the Chicago Y.W.C.A. feel that something must be done to keep up the morale of the thousand or more unemployed girls on their waiting list. The name, Temporary Free Vocational School, served its purpose of attracting girls in the first place by showing that no fees were attached, and then it evolved for the enrolled girl into the Y.W.C.A. Extemporized Vocational School. That this school fills a real need at this emergency time is proved by the 606 registrations at the close of its sixth week.

The educational backgrounds of the unemployed girls are varied. Many have had only grade-school instruction, others are business college graduates—but of the near past when being able to typewrite and take dictation were the main requirements. Now these girls have come saying that they need comptometry, accountancy, bookkeeping and bookkeeping-machine operation, Dictaphone or Ediphone, or some of the other extra arts of American business, in order to meet the hard-pressed employer who, with a cut income, often must combine several jobs in today's secretary. Girls who have previously held executive positions with high salaries, because of business changes find themselves without the real technique of the business world, and must bravely start looking for beginner's work.

One never realized before that there were so many switchboards in the world. Time and again the explanation of, "I could have gotten that job only I couldn't run a switchboard," has been repeated at the registration desk. This was the hardest class to offer the girls, due to the equipment involved. At present the switchboard of a business college office is being used, and a series of three lessons on that of the Y.W.C.A.'s business office are given evenings and Saturday afternoons after the office is closed.

In addition to the instructors of the equipment companies

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and those from the business colleges, many volunteer lieutenants have come up from the ranks of the students themselves. The girls who started when the school first opened, including some college girls, have become proficient and interested enough to help beginners. Among the professionals who have volunteered is a certified public accountant.

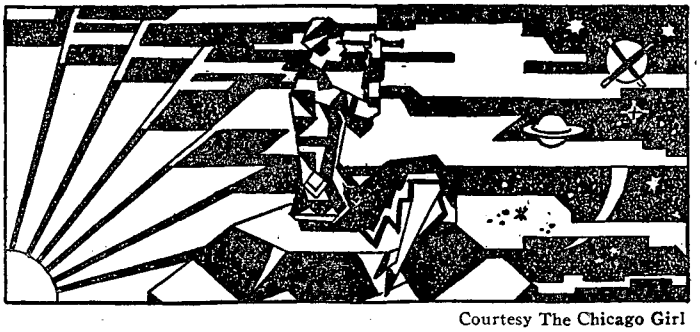
This whole unemployment situation is different from any previous one because the young woman then was affected only as a member of the family. Now she is often either alone in the city, dependent upon her own resources, or else she has assumed responsibility for other members of her family. The problem in Chicago is not so much that of the transient girl as the native Chicago wage-earner. For instance, out of a study of the first 339 enrolment cards, only 16 gave residence of less than six months, while 239 reported five years to lifetime. Of these same 339 registrants, 44 are Hebrew, 81 Catholic, 165 Protestant in religion. In addition to the 104 native Americans, there is a cosmopolitan mixture of foreign-born.

Along with the girls' wish to acquire straight skills, there grew up a desire for a class in personality development. A teacher who has given this popular course for several years to hundreds of business girls in the evening classes of the Y.W.C.A., shows the girls how to rest through relaxation, to recover quickly from fatigue, to build the pose and grace that come from correct posture and voice placement—even so practical a thing as how to shake hands. Just knowing how to appear at ease in an interview may mean that a girl will capture a secretarial job.

A most practical class which has grown out of the girls' own interests is one in sewing where they are invited to bring old or new material and to make or remake their own clothes. After all, there is nothing like a new dress or a new touch, adding to the becomingness of an old one, to perk up the feminine personality.

FREE use of the gymnasium on Wednesday noons finds the girls roller skating, swinging around in tandem formations, doing trick balancing stunts, and singing popular songs to the rhythm of the piano—a real flash back to the care-free highschool days. The gymnasium class which meets one afternoon each week is devoted to volley ball, bounce ball, and other not too strenuous games to which girls can be safely admitted without physical examinations and which can be played without special clothes.

The social dancing class was a result of music for dancing following the Friday teas. At these "teas," which substantially prove to be hot chocolate and coffee with homemade cakes and sandwiches brought by members of the board of directors, representatives from the school act as hostesses. A chance to see how the Y.W.C.A. functions in normal times for normal girls, was given the unemployed students through personal invitations of the Monday Night Business Girl's Club. Each employed girl invited one of the unemployed to be her guest at the supper program. Here, too, the unemployed girls feel there is no patronizing, because even some of the former members of the Monday group are now invited guests as members of the Extemporized Vocational School, keeping fit between jobs.



Courtesy The Chicago Girl

But there is the problem of the girl whom all of these varied activities does not hold. At the close of the third week, cards were sent to 119 girls who had taken classes for the first two weeks but did not appear the third. The very system employed in this follow-up is worth special attention for its tactful approach to what might be a real personal difficulty. The card to be returned carried a key number in the upper right-hand corner so that the girl did not need to sign her name and still the case worker would know whose problem the check represented. The mimeographed post-card reiterated the cheerful motto of the school, "Use today's free time; tomorrow may bring a job!"

WITH exuberance many of the cards returned with a check beside "Got a Job" and also wrote in "got a job" under "Other Reasons." Some of these stating, "My job is only temporary, so I will be back at the school soon," show that the let down after brief employment is eased by the prospect of returning to school. All too many of the cards checked illness, and back of much illness the case worker is quick to discover despondency. Many of the girls still find themselves too worried about not securing work to feel that they can give time to any activity not directly looking for a job, while others state that they are conserving their carfare to the Loop for only certain days. The fact that the School is in Chicago's Loop, with many thousands of offices within walking distance, is the real secret of its success, which might not be achieved by other educational organizations, public schools or settlements, offering more attractive quarters, but out of the employment center.

Another important attitude which the "dean" of the School, Marian Miller, has contributed, is her explanation that any employed woman depending on herself will run out of funds sooner or later when she cannot get work. "If the time comes sooner for you," she has said to certain girls, "face it as a social situation—do not be discouraged by a sense of failure or fight against the idea of charity, for temporary assistance may be needed by anyone and should be accepted for the good that we can return to society. Any of us employed people might be in the same predicament." And for the girl who has exhausted every resource there is the door on this same fifth floor, labeled Governor's Commission for the Relief of Unemployed Women. Here she can be interviewed by a case worker temporarily loaned from the Y.W.C.A.

And there are other benefits just from the group association. The girl who has lost her introspective attitude and has become part of a substitute office environment with other business girls in a few practice hours or a class, is in a much better frame of mind to interview an employer than when she comes more timidly direct from a solitary room or her home. When an instructor tells a girl, "You are a good worker; you ought to get a good job soon," it lifts up her belief in herself so that she makes a better impression when applying.

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"Likely To Become"

By FLORINA LASKER

WE have within the last few months witnessed a reduction in the volume of immigration to this country so drastic that it amounts to the practical suspension of labor immigration from Europe and Canada as well as from Mexico. Even on the assumption that public opinion is almost unanimous in support of the principle of temporary suspension of labor immigration because of the existing economic crisis, we may well question whether public opinion would support the present method adopted to achieve this end. How has it been accomplished? According to announcements made by the State Department, the reduction has been effected largely through a strict interpretation of a section of the law of 1917 which provides for the exclusion of persons likely to become public charges—an interpretation which was not, we believe, contemplated by Congress when this law was passed.

By its construction of the laws of 1917 and 1924, the State Department has assumed the right of consular officials to refuse visas to intending immigrants not only on the ground that, if admitted, they might become public charges, but also on the ground that their admission might indirectly cause others here to become public charges. Such an extension of administrative authority has not only made possible the practical suspension of labor immigration but has indefinitely postponed the reunion of thousands of families of foreign-born citizens and of alien residents, in spite of the law enacted for the very purpose of facilitating such reunions.

It is not our purpose to raise the question of legality—although we are informed by legal experts that the theory of the Labor and State Departments in their interpretation of the likely-to-become-a-public-charge clause has been directly overruled in an unbroken line of federal decisions[1]—but to question the safety and wisdom of seeking to control immigration by such administrative procedure. If this country, because of existing unemployment, wishes to suspend immigration for a limited period, why not do so by direct presidential order, or wait for congressional action, rather than proceed even temporarily under a hasty and illogical "construction" of existing laws? It is true that the State Department has announced that "at the request of the President, the Department of State has examined the operation of the Immigration Laws of the United States under existing conditions of employment in this country, particularly so far as the administration of the laws rests upon the Department," but so far as we know the President has not directly exercised his authority to regulate immigration. Nor would the exercise of such authority give support to the Department's present construction of the law.

Before Congress adjourned last July, an effort was made to amend the law so as to cut quotas in half for one year as an emergency measure in the face of growing unemployment. Having failed to secure legislative action, a way was found by the State Department to accomplish the same end by administrative regulation. Such a way had been discovered in March 1929 when there was hesitation on the part of the State Department to place Mexico on a quota basis. By devising a plan for the "strict application" of that section of the law already referred to, practically all Mexican labor immigration was cut off. In September 1930, the Department adopted the same plan for restricting European and Canadian immigration. So successful has been this plan, that about 90 per cent of intending immigrants from Europe have recently been excluded by administrative regulation. The percentage for Canada, though not as great, is none the less startling. The Department has not even issued a special administrative order, thereby relieving itself of important responsibilities which it might otherwise have been expected to shoulder.

SO broad is the discretionary power assumed by consular agents upon instructions from the State Department, that it is not surprising that no agreement exists even among the officials themselves as to the requirements demanded of intending immigrants. To illustrate; in a form letter to an intending immigrant, after referring to the economic situation in the United States which "makes the possibility of finding work most unlikely," the consul general at Antwerp instructs persons affected by the new regulations "not to present themselves for examination for visa unless they are in possession of funds sufficient for their own needs and those of their dependents for *at least one year.*" Writes the consul general in Berlin: "The consul general will not issue a visa to any person, who does not possess sufficient means of his own so that he can maintain himself *for a long time* (*perhaps several years*) without having to work to earn his living." The consul in Geneva writes an applicant for a visa that he must "prove to the consul that he is independent of his work, financially in such condition that he can support himself and his family *for an undetermined period.*" (Italics ours.)

THESE letters were addressed to applicants for non-preference quota visas, or for agricultural preference visas. But the situation of persons applying for non-quota and preference quota visas who are relatives of American citizens or of resident aliens is substantially the same, for the requirements demanded even of the families of American citizens have been made so rigorous that thousands of such families, otherwise admissable, must remain indefinitely separated.

We quote from a letter recently received by a social agency from an organization in Prague:

> The American consul here requires from every emigrant going to the United States the following documents: an affidavit not older than six months; a certificate from the employer in the United States showing how long the husband or parent has been employed and on what salary; a certified statement about the deposited savings in the bank; a certificate of any other property if the husband or parent owns any.
>
> The older minors, especially boys, are more usually refused, as the American consul presumes that these might seek work

1 See 256 F.R. 228, 230; 277 F.R. 913, 916 (CCA Ninth)

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after their arrival and thus cause the increase of the unemployed. Often their younger sisters and brothers are allowed to join their fathers in the United States if the necessary affidavits have been presented.

Further evidence of a similar nature is contained in a report received recently from Warsaw:

> Please be informed that it is now very difficult to obtain the American visa for wives and children going to their husbands and parents—even American citizens—if they cannot prove that their father and husband is a rich man and they are able to support themselves when in the United States so they might not become a burden upon the community. It happens now very often that when several children apply for the visa the younger are granted the visa, whereas the older are refused same.

Even if the applicant is the wife or minor child of a citizen, the required declaration from the husband's or father's employer must, in addition to other data, contain the statement that there exists no expectation that employment will be discontinued.

Obviously, such extreme demands as these can rarely be met. Are we warranted, even in the face of the present economic crisis, in compelling such families to remain separated indefinitely, thus ignoring all humane considerations and creating new social problems of a serious nature? Is there not a danger that we are fast becoming heedless of all considerations not of an economic nature, too readily submitting to the lowering or sacrificing of social standards which were won only after years of hard and patient struggle?

Moreover, by the adoption of the present plan for cutting down immigration, a significant precedent has been established. Who can foresee to what further limits the law may be stretched? By a still "stricter construction" of the existing law, it would be possible, even after the present emergency is over, to cut off practically all labor immigration. Could not consular agents abroad be instructed to interpret the law so rigorously that they would, in normal times as well as now, feel justified in refusing visas to practically all intending immigrants, maintaining logically enough that since any immigrant, even under normal economic conditions, may at some time subsequent to his admission obtain employment which conceivably might have been otherwise secured by a citizen, he may indirectly cause another to become a public charge? Surely it cannot be maintained that Congress ever intended to confer such unlimited powers of discretion on administrative officials such as consular agents. To do so would be to invite needless chaos and uncertainty in the administration of our immigration laws and ignore the importance of stability and certainty in international relations —an importance which is being constantly more clearly recognized.

A New Year for the Old

By GERTRUDE SPRINGER

ON the morning of January 2, Catherine Holten, spinster, aged seventy-seven, watched from the window of a shabby suburban cottage in Ozone Park, New York, for the coming of the postman. Born in West Stockbridge, Massachusetts, she had spent her working years in domestic duties in other people's homes. At seventy-two she could work no more. A former employer gave her shelter. She had $22 in the savings bank, and life insurance policies for $258.

The postman came up the worn steps and deliverd to Catherine Holten, spinster, aged seventy-seven, a letter from the City of New York. In it was a check for $30, check Number 1, issued under the provisions of the Old Age Relief law.

Twenty-five thousand old men and women in the State of New York received such checks on January 2 when payments began under the law passed by the 1930 legislature. Each of these old people was past seventy years of age, each was a citizen of the United States, resident in the State of New York for at least ten years. Each needed just a little sustained help to keep himself an independent member of his community.

The Commission which framed the New York law estimated that fifty-one thousand persons in the state were eligible for the relief which the law embodies. Applications which began on September 1, fell well below that number, reaching on January 1 only about thirty-four thousand. Cities generally ran lower than the estimates, and the rural districts higher. In the country districts and villages men applicants outnumbered the women, but in New York City the women outnumbered the men.

The New York State Department of Social Welfare is responsible for the supervision of old-age relief, but the administration is entrusted to county or city welfare officers. Applications passed by local officials must be approved by the state, and applicants denied by the local officials may appeal to the state. Disbursements are made from local funds, the state refunding half of the amount.

The New York law is essentially a case-working law, with the amount of the allowance determined by the condition of the individual applicant. An old lady in Putnam County, penniless, of gentle birth, with no living relatives, has the largest allowance thus far granted, $64 a month, to permit her to board in a private home of suitable standards. At the other end of the scale is an old man who lives with three sons who are perfectly willing to support him. But the old fellow hasn't a cent to call his own. So on January 2, and on the first of every month as long as he lives, he will receive a check for $3 to spend exactly as he pleases. The average allowance in New York City runs between $33 and $35 a month. In the upstate counties it is about $23.

About a fourth of the total number of applications have been denied, with the proportion of denials higher in the cities than in the country districts. For the most part the denied applications were made through a misunderstanding of the law. A spruce old gentleman in spats came in confidently to claim his "pension." He produced a birth certificate to show that he was past seventy, and savings bank books with deposits of $16,000 to show that he was a responsible person. He all but held out his hand for his "pension," but retired in good order when he realized that New York is not pensioning all its old folks, but aiding those who need it.

Thus far the officials charged with the administration

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of the New York law are satisfied with its fundamental structure. There are a few soft spots but these will, they feel, be corrected by minor amendments to the law. Some upstate counties, where applicants have exceeded estimates and where case work has perhaps not been as thorough as elsewhere, are puzzled as to where to find the funds to meet their half of the burden. But these difficulties are, it is believed, no more than growing pains which time will cure.

While New York is just embarking on its new social responsibility, California is looking back on a year's experience. The California law became effective January 1, 1930, and was the first law in the country to provide state aid to the needy aged on a mandatory state-wide basis. The law is not unlike that of New York. It provides for state and county aid on a fifty-fifty basis with a maximum of $30 a month for citizens seventy years of age or more of demonstrated need, residents of the state for fifteen years. Aid is administered by the counties under the supervision of the state. California, in its survey preliminary to the enactment of its law, estimated that twenty-five hundred of its citizens would be eligible for the new form of relief. It was soon apparent that this estimate was entirely too low. Many who would not apply for county aid applied under the state law, feeling that state aid carried no implication of pauperism. At the beginning of January the number of approved applications was close to six thousand. The average allowance is $22.50.

Old Age: Kunst und Leben, 1931

The administration of aid has brought to light various problems of old age, among which need in the rural counties is conspicuous. The first year of administration shows a heavy preponderance of applications from the rural districts with men outnumbering women applicants nearly three to one. A whole commentary on life and industry in California is contained in these applications. A large number of the men are single and many were earlier engaged in mining and lumbering, typically the industries of single men. In the cities the number of men and women applicants is approximately the same.

Comparatively few persons have come out of institutions in order to receive state aid. Many people believed that state aid would mean a sharp reduction in the numbers in county institutions but most of the people in these institutions have not been able to make satisfactory plans for maintaining themselves outside.

Proof of citizenship has been one of the difficult points, particularly in connection with the Indians of whom there are some twenty thousand in California, many of them needy. The legal difficulty of establishing their citizenship has presented a problem entirely unforeseen by those who drafted the original bill. Only after the law was put in operation was it realized that the citizenship clause would bar the larger part of the Indians from its benefits. The State Department will request the coming session of the Legislature to amend the law to cover this point.

Massachusetts passed a comprehensive old-age-relief law in 1930, but gave itself until July 1, 1931, to put it into operation. The law charges the Boards of Public Welfare of the cities or towns—the Massachusetts equivalent for counties—with responsibility for granting "adequate assistance to deserving citizens in need of relief and support seventy years or over." The state reimburses the counties for one third of the allowance in cases where there is a legal settlement, and for the total amount where there is no legal settlement. Massachusetts has estimated that 6 per cent of its population past seventy years of age is likely to be eligible for old-age relief. This means some eight thousand persons.

The history of old-age relief in the United States dates back to 1915 when Alaska passed a law giving a pension of $25 a month to men and $45 a month to women sixty-five years of age or over as an alternative to care in the pioneers' home. In 1923 Montana and Nevada enacted statutes, followed within six years by Wisconsin, Kentucky, Maryland, Colorado, Minnesota, Utah, Wyoming, and California. All of these laws, with the exception of those of Wyoming and California, were disappointing in that they set up a county optional system—and the counties did not choose to act. Wyoming's law is state wide and mandatory on the counties, but it has no provision for state supervision. Reports of its operation are not conclusive.

Until the last year or two most of the state laws were dead letters. But little by little progress is being made. At the last election five Minnesota counties including the cities of Minneapolis, St. Paul, and Duluth voted to put the law into operation. In Maryland the county of Baltimore has accepted the law and provided fifty thousand dollars to begin payments this year. Eight counties, including Milwaukee, are paying pensions under the Wisconsin law. Montana and Utah are each paying pensions to about one thousand persons. The American Association for Old Age security says that in 1927 only two states, Montana and Wisconsin, were giving old age relief to seven or eight hundred persons. At the beginning of 1931 six states were giving relief to approximately forty thousand persons.

The present year promises to bring more states into the white list of old-age relief. New Jersey, Delaware, and Michigan have legislative commissions which will report this winter. Favorable action by the legislatures is confidently expected. Sixteen other state legislatures will consider bills on the subject. Two new governors, Cross of Connecticut and Pinchot of Pennsylvania, are definitely pledged to action. But in Pennsylvania, which had its first law declared unconstitutional in 1925, a constitutional amendment with a referendum to the electorate is a necessary preliminary.

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Charles Cooper: A Great Neighbor

By PAUL U. KELLOGG

CHARLES C. COOPER of Kingsley House, Pittsburgh, died on Christmas Day. That must have been hard on his family and hard on the household of the settlement which for twenty years he had headed; hard on the men, women, and children of his Larimer Avenue neighborhood who loved the man, and hard on friends everywhere who had followed the ups and downs of his precarious health these last two years.

But in a way it was fitting—if he had to go. Christmas was his day. He had a way of carrying its cheer the whole year through. You caught the tingle of it in his resonant hail of everyday welcome. He sensed the birth of a new fellowship in the American steel district as real to him as that which sprang up in pastoral Judea. He was a Presbyterian in a city of Presbyterians, but he was not a sectarian. He was technically trained in a city of engineers, but his concern was not with Pittsburgh's materialistic achievements. Both his deep religious strain and his gifts as an executive found vent in social engineering. He believed tremendously in the inheritance of the humble and in the upward thrust of humanity. The adventure of life to him was to help prepare the way and to discover brotherhood cropping out in unexpected places. The scientist in his laboratory who reveals the play of radiant energy had counterpart in the art with which he opened ways for communion among all sorts and conditions of men.

One of his favorite stories was associated with the talk he had had with some of the neighbor boys when the new Kingsley House, with its gymnasium and swimming pool, its club rooms and craft shops, its wide wings standing for inveterate hospitality, was building on Larimer Avenue. The incident was crystallized in the inscription over the door, which read: "Together we labor for God and for humanity."

He was the "works" of the Hungry Club, that informal luncheon forum which drew on all walks of life and focused the quickening intelligence of the city. Foreigners who came to Pittsburgh to see the great mills went back to tell of this human invention. It symbolized the resiliency of the American spirit to Nansen, to Dr. Grenfell, to Brig.-Gen. Lord Thomson. The Hungry Club has as its slogan Mr. Cooper's phrase, "A Passion for Understanding."

As president of the National Federation of Settlements from 1926 to 1930, Mr. Cooper impressed upon the neighborhood houses of America the opportunity that is theirs to carry over into the community as a whole the genius of their philosophy. In the early post-war years there had been eager pushings out by the settlements along cultural lines—in music and drama and the arts. These represented a creative variant from routine group activities. But in the work of the Federation as a whole they had not been matched by pushings out along the civic front of neighborhood life. In earlier decades, child labor, sweating, bad housing, and the like had in turn been subject to the scrutiny and challenge of the neighborhood workers. The attack on these evils was the negative edge of a robust espousal of the good life for all.

Mr. Cooper's call was essentially that the dynamic spirit of the settlement pioneers should find fresh incarnation. He couched it in terms of extending their interpreter's function in ways that would change men's attitudes toward the problems of life. Significantly, under his presidency the Federation embarked on two projects dealing with current situations in fresh and original ways. First, under the chairmanship of Lillian D. Wald of Henry Street, New York, a committee undertook to gauge the social consequences of prohibition—a subject to which the great foundations and other agencies of research had given a wide berth. Second, under the chairmanship of Helen Hall of University House, Philadelphia, a committee of the Federation has been the first national body to explore the effects of unemployment on household and neighborhood life. Again, as from Toynbee Hall on, the settlements are giving us incentives to social action which spring from knowledge gathered at the source and bearing the stamp of experience.

Charles Champlin Cooper was born in New Orleans in 1874; he was educated in Kentucky and his first social work was at Union Bethel in Cincinnati in 1905. He became executive director of Kingsley Association in Pittsburgh in October 1910, taking up his residence in the old Kingsley House on the "Hill," which under the headworkership of William H. Matthews had for eight years been a galvanic center of civic initiative. The neighborhood, back of the business district on the Point of Pittsburgh, was changing, and in time the old settlement property on Bedford Avenue was given into the hands of the American Baptist Society as a neighborhood center for the new Negro population of the Hill district. Kingsley House itself started in at the bottom again, in a neighborhood which epitomized the mixed wage-earning life of the urban district. The project did not, however, engross all of Mr. Cooper's imagination. Increasingly extramural activities engaged him. All Pittsburgh became his neighborhood. His larger work, moreover, was a matter of internal as well as external growth.

I REMEMBER a visit he paid to New York two or three years after he had settled in Pittsburgh. With that winning way of his, which softened any blow he had to give, he came in to say that he felt we had made a mistake in our Pittsburgh Survey of 1907-8. He had come on the ground after its close, but had heard the rumblings. It was too negative, he felt. We had failed to evaluate the purposes of the men who dominated the great industries. I countered with the assurance that we had neither muckraked the powers that be nor lauded them, but had tried to gauge how far Pittsburgh was conserving the life and labor of its wage-earners —in terms of health and preventable disease, of leisure and overwork, of self-government and tyranny, and the other pluses and minuses of the social ledger. I think that I convinced him that we had dealt with Pittsburgh not as a scapegoat, but for better and worse as the bell-wether of American industrialism. He felt none the less that we had failed to do justice to the Pittsburgh and Pittsburghers he had been thrown with as a newcomer.

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As time went on, he warped deeper into his new setting. Seams that he had not anticipated showed themselves in the texture of local affairs. They usually grew out of some individual case to which he went to the bottom. The treatment of the family of an injured man by one of the utilities, for example, opened up the whole abuse of the underprivileged in the local courts. Once started on such a lead, Charles Cooper was not to be shaken off. His sensitiveness to injustice was as lively as his awareness of right feeling. In a few swift years, the realities of the urban district were at his finger tips and he was a force to be reckoned with, for his integrity and disinterestedness had given him an extraordinary foothold to work from.

THE steel strike of 1919 gave him further perspective on the industrial cleavage that underlay the civic life of the community. "Cooper, keep out," said some of his friends in high places. "You're getting onto no-man's land." That gave him his final clue. It was every-man's land to which he owed allegiance; the every-man's land which ran through the hearts and minds and aspirations of the whole community. He knew that the people in either camp—and he knew them both, though they did not know each other—were much alike. Americans, he felt, cannot brook a no-man's land. We must close up the gashes of prejudice and misconception that run through our developing society and distort our honest differences of interest. We must make for understanding, by breaking down the barriers to acquaintance, by getting people to know each other, by getting our differences out onto the threshing-floor of free discussion.

So it came about that this neighborhood worker, in a city where church lines have been drawn as rigidly as any place in the country, was responsible for bringing into being a fellowship circle at which priest and rabbi, Episcopalian and Evangelical broke bread and grasped thistles in a way that had been thought utterly impossible locally. It had been Mr. Cooper's dream to duplicate this fellowship circle with a kindred group drawn from every element in the industrial set-up.

In the Hungry Club, with the whole city as his backdrop, he developed a forum where the most tense religious, civic, and economic issues had a hearing. I have before me a reprint of the address Bishop Francis J. McConnell delivered before the Hungry Club October 18, 1920, on the Interchurch Movement's Relation to the Steel Strike. It is not too much to say that the Hungry Club was the only platform in Pittsburgh where such an off-side play as that could have had a hearing in those years. And doctors, lawyers, insurance men, old partners of Andrew Carnegie, corporation attorneys, labor leaders, social workers, merchants, school teachers, and the younger executives of the downtown district were among the audience that heard him. In the coal strike, eight years later, the tables were turned. In the interval Pittsburgh and the Pittsburgh industries had lost control of the Pittsburgh newspapers. The new managements played up the strike to the disadvantage of the operators. The coal owners were on the defensive. And the Hungry Club was in turn the only forum before which they could get an adequate hearing for their case.

Recently, the Hungry Club brought out a little forty-page pamphlet of a size to slip in your pocket, listing the speakers and subjects which made it the force it is in the life of this industrial city. The listings reach back to 1913. The speakers cover an exceptionally wide range—Margaret Bondfield of the British Labour cabinet, Harry Emerson Fosdick, President Glenn Frank, "Pussyfoot" Johnson, Bishop Paul Jones, Henry Wickham Steed, Billy Sunday—to name half a dozen to show their variety. The seven seas and every continent are represented. The names of Emma Goldman and Margaret Sanger show the penchant of the club to listen to heterodox views. Public officials like Governor Pinchot, philosophers like Earl Barnes, psychologists like William T. Root, economists like Francis D. Tyson have used the club as sort of an annual seminar for their utterances. Embedded in the list are speakers and topics which show, as at the time of the strikes, how this luncheon organization of men kept open house and helped ventilate a deep-seated situation.

Altogether this little pamphlet records an adventure in adult education which perhaps has no counterpart. Never has the neighborhood principle of bringing people together, of inquiry and straight-from-the-shoulder discussion, so impressed itself on a whole community. Mrs. Simkhovitch of Greenwich House, New York, once disparaged those who tried to compare her work with that of a banker. "That would never do," she said. "I am a yeast cake." And Charles Cooper has been above all else a leaven in the life of Pittsburgh.

A FEW weeks ago Mr. Cooper penned, as part of an appeal, the following words:

> Kingsley House, for thirty-seven years, has conceived of its work, as, above all things, the promotion of unity and understanding: first, between its neighbors of varied nationalities, religions and factions; aiding also their understandings of the larger community, of their employers' problems, of American laws and customs, of the fine things in life, art, music, books, homemaking, gracious living, as well as of the essentials to material advancement. Then through the contact of its many residents and volunteers, and their relations with the world, Kingsley House enables understanding of its neighbors by the world: of labor by employers; of the new immigration by old American families—and, wherever the settlement spirit is carried, better understanding between people of differing viewpoints: economic, political, religious, personal, national!
>
> This is the settlement aim; not, of course, its boast of present achievement. Unity and understanding are not attained by hasty, mechanical schemes; they are the fruit of unhurried growth, allowing for the greatest freedom and flexibility. Against the tendencies which make for understanding, many forces work.
>
> In the Kingsley House guest book, among signatures of statesmen, students, foreign visitors, representatives of every calling, is inscribed the name of Jane Addams, who before all others has given meaning to the settlement ideal. Opposite she has penned the words . . . "Fellowship is life."

Charles Cooper put his animating philosophy in a few brief sentences in the Goals for the Next Third of a Century, a symposium brought out in conjunction with the Cleveland Conference of the National Federation of Settlements in May 1926. These read:

> The Goal of the settlement house is a new world.
>
> It should continue to build firm foundations in unprivileged neighborhoods; continue its clubs and classes; its educational health, art, craft, and other forms of work; it should extend its work of interpretation; it should raise the standard of all that it does higher and higher and develop its efficiency more and more.
>
> But the Goal is a new world.
>
> The trail of adventure of the past led into unprivileged neighborhoods with the sharing of the fruits of civilization as an objective; the call of adventure now is for pioneers into the field of thought, with moulding the minds of men toward a liberal approach to social problems as objective.

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Rural Child Placer's Calendar

By BETH ROBERTS

JANUARY:

Bright days; etched snowscapes. Ice harvest.

Open season for: Christmas aftermath; replacement of visiting children in all stages of jubilance and despondency; much trading of wrong sizes; universal reports of cross children, broken toys, juvenile greed, castor oil; foster mothers' training silently gauged by receipt or non-receipt of children's thank-you letters; midwinter tonsilectomies that couldn't be helped; girding up of loins among the teens for midyears; great clankings of skates and traps and proud bankings of profits from "mushrat" skins.

FEBRUARY:

Gray skies, sleet, snow, slush, and mud.

Open season for: flapping arctics, streaming slickers, frozen radiators, lost skid chains, and blowouts in God-forsaken places with wailing infants as passengers; low spirits, hard going; long listenings to shrewd country comment on young pills placed out, accompanied by incidental handouts of hot doughnuts, pancakes, or fried eggs; that intense yearning for a milieu not quite so closely populated by children who set fires to gain attention, who produce offspring unexpectedly, who lie, who steal, who fight, who wet beds, who destroy their clothes, who talk back, who will not mind, who cannot learn, who run away.

The zero hour of the year.

MARCH:

The rye shows green, likewise the winter wheat. Over the top!

Open season for: whooping-cough, cod liver oil enforcement, measles; mental tests and social analyses of all children who failed promotion; baby incubator chicks; butcherings; feminine initiations into mysteries of headcheese, sausage, and scrapple; maple syrup, and children delirious with excitement over their first sap boiling.

Pussy willows and hepaticas are here at last.

APRIL:

Peepers! Spring! Bloodroot, anemones, shadblow, and adders' tongues show forth. Forsythia spangles in the park. Trees in bud.

Open season for: sulphur ointment, molasses-and-onions, Blaud's pills; baby chicks, baby calves, baby pigs; Wanderlust; spring round-up of thrifty foster parents addicted to the hundred-days-of-school-a-year allowance who have taken children out for ploughing and planting; Easter clothes, Easter clothes, *Easter clothes;* confirmations; confirmation outfits (blessed gift fund!).

Peach and pear trees bloom.

MAY:

Apple blossom, cherry blossom, locust, dogwood, magnolias, violets, wild hyacinths, and azaleas intoxicate. Lilacs and tulips are bandied about. Crops come through; paints come out.

Open season for: fresh tar and oil; runaways; intercessions with God-fearing foster parents who believe a child is born to work, and consequent limberings up re hoeing, weeding, broiler pickings, pocket money, playtime, beebee guns, fish-poles, baseball bats, doll clothes, and dandelion greens; great uprootings and transplantings to city yards of poison ivy (in fond hopes of bowers of Virginia creeper) followed by anointings of zinc stearate.

That chronic delirious feeling because it is spring results in a fine for speeding and humble pie.

JUNE:

The rye stands tall, quivering with superiority over upstart timothy. Rambler roses everywhere. Trees in full leaf. Swimming begins. Much "working in the country" from Friday till Tuesday.

Open season for: tar and oil; hen suicides; baby rabbits in the road confused by headlight glare; assorted herbage toted to city in response to frenzied appeals from competitors in nature-study collections marooned in city schools; evening rides with leaf enthusiasts and winning approaches to park guards for permission to pick this leaf and that; poison ivy, zinc stearate; fortunes made and squandered on bunnies and squabs; bathing suits issued along with delicate interpretations of their modish sketchiness for benefit of scandalized foster mothers: graduations, high and grammar; perennial argument as to (a) class picture or no class picture and (b) something simple vs. something fluffy to wear at commencement, raids on gift fund and juggling of expense account to cover extras; weddings among the teens; heavy traffic in hope chests and facts of life; red tape of the marriage of a dependent minor; shocks and heartaches incident to the putting to legal paper of vital statistics kept private until then.

Runaway season reaches its peak.

JULY:

Honeysuckle hedges and sweet peas in bloom. Haying shears and scents the fields. Long drives after dark drinking in the smell. Waffles and fresh honey at hot dog stands in lieu of meals. Languid swims and canoe explorations every night. Sleeping out with the katydids and birds.

Open season for: T. & A., dentistry, refractions and glasses, orthopaedic fittings, psychological exams.; visits to relations; outfittings for camp; poison ivy, zinc stearate; green-apple colic; vocational guidance, junior employment certificates, trade-school catalogues, mercenary relatives, recruiting sergeants and second-hand Fords; pre-camp warnings to all foster mothers as to rashes and nits; doubling for comrades on vacation; callously training the other fellow's pet moron to commute itself to clinics and save us work; furious activity in transfer of cases, discharges from care, and changes of home among eighth-graders needing city schools; summaries, summaries; curses, curses; dictation, dictation, dictation, dictation; much going about in atmosphere of assumed innocence as to who used up tomorrow's supply of shaved cylinders overnight.

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Runaways continue. Human retrievers grow expert with practice.

AUGUST:

Ninety in the shade. Honeysuckle fades. Buckwheat and corn in tassel take up the perfumed torch. Blackberries by the wayside. Picnic meals at the slightest provocation. Work slackens. Daily schedules arranged to end up near a swimming hole. Trips escorting sick children to Atlantic City cheerfully borne.

Open season for: growing acuteness of T. & A. situation; hairpullings as to who stole whose operation date for her mouth-breathing treasure who *must* be in shape for school; annual round-up of cardiac children to see that they are not overworked through harvest and fruit picking; poison ivy, grendelia extract (bright discovery!); deafening accounts from returned campers featuring melon-eating contests, hot-dog roasts, prizes, badges, avoirdupois, hikes, wounds, high dives, and chest-swelling feats of valor.

SEPTEMBER:

Zinnias and shorn fields. Leaves turn. Corn in shock.

Open season for: new school year, new adjustments, new outfits and stern warnings to make them last; fall round-up of hundred-day foster parents and exhortations not to keep children out of work; wild turnip initiations for city kids entering country schools (strict neutrality maintained); that School of Social Work course in psychiatry on company time required to keep workers fit; (seven-fifty gone bust just at the acute point of insolvency); dodging fat, woolly caterpillars busily trundling themselves across the road and a good car wrecked trying to fathom caterpillars' intentions.

OCTOBER:

The trees ablaze. Bittersweet. Cider on the pike. Still hunt for gentians. Black walnuts make fine schoolyard ammunition. Tawny fields.

Open season for: scrutiny of school attendance records and confabs with teachers; surly rumblings from foster fathers caught keeping youngsters out for corn-husking and potato digging; arbitration as to necessity of lumber jackets, arctics, "hi-jack" shoes with pocket for scout knife, and waterproof coats; check-up of foster parents who promised children rows of potatoes, ownership of calf, and so on, in payment of faithful work all summer, and holding of slippery ones to their bargain; budding farmers "allowed" to learn to milk on drying cows.

A strictly buckling-down-to-business month.

NOVEMBER:

Straw flowers and chrysanthemums. Ochre stubble goes under to burnt-umber furrows. All trees but oaks now bare.

Open season for: annual arguments over winter underwear; S.O.S. from foster mothers for moral support in enforcing what they consider decent covering for the demoiselles they have to board; (first scouting for Christmas lists); (sporadic reports of extra-good behavior); annual drive for funds; community chest's annual crucifixion of budget; onset and philosophical decline of annual quake over next year's wherewithal. ("Well, if we're not here, we'll be somewhere else!")

The course in psychiatry goes on and on and on.

DECEMBER:

Frosty mornings. Amethyst hills. Evergreens and misletoe. The earth rests.

Open season for: epidemic of ante-Christmas good behavior; hectic shopping in red-front stores; desks resembling toy warehouses; paper work flouted and routine work hastily done while workers are in collusion with Santa Claus; tremendous shuttling of children between country and city for Christmas visits and treats; visits to dentist topped off with Toyland and x-rays assuaged by ice cream; literary efforts in turning out heart-rending publicity appeals; childish tokens of affection represented by painted clam shells, home-made pincushions, and embroidered dish towels.

Wild dash for a winter vacation and temporary oblivion from it all.

You Have Two Chances

You have two chances
One of getting the germ
And one of not.

And if you get the germ
You have two chances
One of getting the disease
And one of not.

And if you get the disease
You have two chances
One of dying
And one of not.
And if you die—Well, you still have two chances.

TOM L. WHEELER

From Monthly Bulletin of the Indiana State Board of Health

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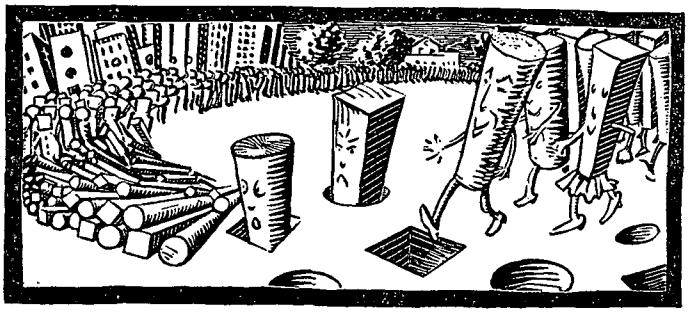


SOCIAL PRACTICE

How Bad Boys Behave

THIRTY-THREE behavior traits by which a bad boy expresses his badness were set up in a row by Dorothy Kinzer Tyson of the California Bureau of Juvenile Research, and 246 boys of the Whittier State School were measured against it to determine which of the traits are most likely to be associated with delinquency. Conduct was checked in the cottages, the trade shops, and the classrooms. Thus separate ratings in three environments were obtained on each boy, representing a rough cross section of his daily behavior.

The ten outstanding traits reported were laziness, disobedience, resentment toward discipline, inattentiveness, quarrelsomeness, lying, swearing, filthy language, instability of mood, and bullying. More boys "acted up" in the classroom environment than elsewhere with laziness as their outstanding expression. Swearing loomed large in the cottages and resentment to discipline in the shops. In three environments laziness appeared as an outstanding trait with such unanimity that Miss Tyson questions if the fact "might warrant attributing to this apparently innocuous characteristic a significance not generally accorded to it as a factor in delinquency." She has yet to compare her findings with those of a control group.

A Struggle for Standards

NEW JERSEY is just emerging from the struggle it took on itself three years ago when it faced the fact, one of the few states to do so, that its chronic sick and aged were being cared for in large numbers in proprietary nursing homes subject to no supervision whatsoever. When the law was passed to license "all nursing homes which for profit provide for the care, treatment, or nursing of persons ill with disease or who are crippled in form or in any way afflicted," no one quite knew just how large a proposition it was tackling. The first job of Dr. Ellen C. Potter, medical director of the Department of Institutions and Agencies, with her two assistants, Laura Howell and May Thropp Hill, was to locate the problem. They found it spread from one end of the state to the other, in every kind and variety of nursing home.

There is in New Jersey as elsewhere a constant demand for places that will care for chronically sick and aged persons at a moderate rate. Many families are unable or unwilling to give this care themselves, but are willing to pay for it. Public and semi-private institutions cannot begin to supply the demand nor can they provide the wide range of accommodations needed. As a result a large number of small homes taking anywhere from two to a dozen patients have sprung up. The effort of New Jersey is to bring these homes up to a standard that assures adequate care and treatment for those depending on them.

Minimum standards, practical, flexible, and not so high as to be prohibitive, were an immediate concern. This was not easy. In fact it took a year to evolve anything workable. Fire, building, and health requirements were simple, for they could be checked to local authorities for recommendation and enforcement. But personnel and record keeping were rough going, only ironed out by patient effort and unremitting supervision.

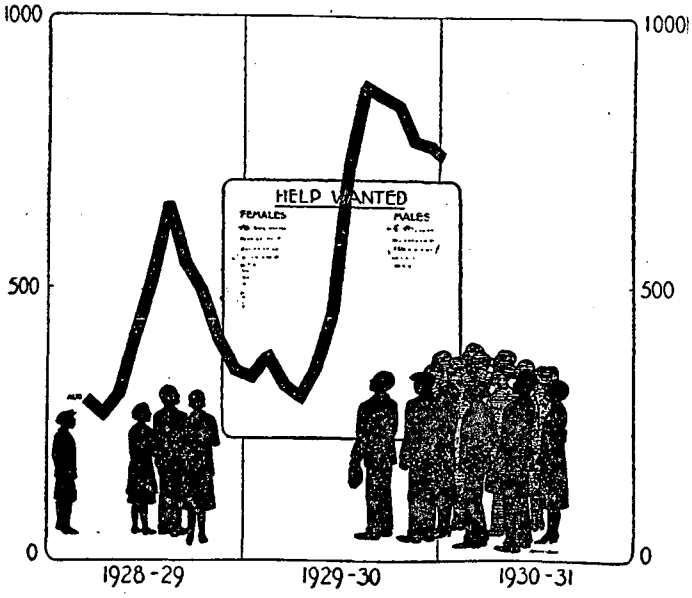
Licensing began in 1928, but after two years only sixty out of several hundred homes had met the requirements, flexible as they were. Many homes went through and are still going through a period of probation, struggling to meet the standards. As a group they are unstable and even after they are licensed frequently fail or go out of business. A large proportion of the homes give up the struggle and eliminate themselves. Even after the license is gained, the homes are subject to inspection, and the license may be suspended or withdrawn at any time. Rates in the homes vary from $11 to $150 a week. Experience has shown that $25 is the minimum for which small homes in New Jersey can give adequate service.

"One of the most popular activities among nurses," says Laura Howell, field representative of the Department of Institutions and Agencies, "is to start a home for convalescents. Today, however, there is not one strictly convalescent home of the proprietary type in the State of New Jersey. The care of convalescent patients alone does not prove commercially profitable and the proprietors of such homes are obliged to fill in with the aged and with chronics to keep things going."

When Money Moves Away

POOR people move to Brooklyn, says the Bureau of Charities sadly, and rich people move away, so the Bureau finds itself with a growing background of economically unstable families, while its old support of families of means drifts across the bridge to glamorous Manhattan. Brooklyn has a third of the population of the greater city, but the combined budgets of all its social-work agencies represent only about one sixth of the private social-work funds expended annually in the greater city. Brooklyn has always raised its own money for its own people, but it feels that the time has come when its appeals, like its people of wealth, must cross the bridge.

Illness as the whip driving families to the aid of charity, remained a fairly constant factor in the Bureau's increased case load last year, but unemployment furnished the major complication in 44 per cent of its family cases, with a sinister trend, as shown in the accompanying diagram, to the curve of breadwinner unemployment which gave warning of the future. As a matter of fact, the curve was entirely inadequate as a warn-



The Brooklyn Bureau of Charities pictures last year's warning trend of breadwinner unemployment.

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ing. Were the line extended to indicate present conditions it would now be through the top of the chart and still rising.

A Measure for Social Adequacy

AN effort to sort out and evaluate the factors which weight the scales of human inequality, and to evolve a measuring stick for what is termed social adequacy, has been made by Mary Josephine McCormick of the Catholic University of America. Her dissertation is published as the third of a series of Social Science Monographs by the National Catholic School of Social Service, Washington, D. C. Miss McCormick defines social adequacy as "the quality by which a family is able to preserve its domestic life without unusual aid from the community." She conceives society as composed of three large groups: the socially adequate, which maintains a stable family life with little appreciation of problems outside its circle; the superadequate who, while maintaining themselves, extend their lives in varying ways into the community and who become, in the higher groups, the leaders of thought and action; and the subadequate who can not meet their own problems of every-day life without aid from social agencies and institutions.

In constructing her test Miss McCormick worked out an objective scale which yields a quantitative estimate of a family situation. It consists of four major divisions dealing with neighborhood, social history, and material and cultural conditions in the home. In standardizing this scale 249 family interviews were used, distributed among fourteen groups representing as many social strata. These groups were ranked in accordance with their characteristic degee of social adequacy and their ratings used as a criterion against which to validate separate items and the scale as a whole. "Measurement," says Miss McCormick, "is the first step in the scientific study of any phenomena. We venture to hope that the present study will stimulate further research by drawing attention to the possibilities of quantitative methods in the study of social adequacy."

Forethought for Real Jobs

IN many cities all over the country thousands of men are at work at non-competitive, made jobs which are helping to carry their families through a crisis of unemployment. In New York alone 21,000 men are receiving this form of work relief. At the moment the immediate situation is claiming every energy but forethought is already turning to means of getting these men back into regular employment as soon as industry can absorb them. In New York the State Employment Service has agreed to set up two offices for the special registration of these men, all of whom are heads of families, and to put special emphasis upon their early placement. It is said that 60 per cent of the men are already registered with the State Service. Their registration will be transferred to the special file.

Shoulders to the Wheel

THE old machinery of poor relief in Nebraska is being pushed to the scrap heap with all the strength that the State Conference for Social Work can muster. Social workers, through the Conference, have long recognized the inadequacy of the old system which is pouring an increasing stream of dependents, delinquents, and defectives into state institutions and which takes little or no account of preventive measures at the source of the stream. The State Conference has been agitating for years for a county-unit plan of organization and last year appointed a committee headed by Ada Barker of Lincoln to cooperate with the State Department of Public Welfare on definite proposals. The recent meeting of the Conference, its thirtieth annual session, was devoted to a consideration of the whole project and of the legislation necessary to put it into operation. The plan permits any county to set up a board of public welfare, its members appointed and serving without remuneration, which may in turn employ a county social worker to act as its executive agent in adjusting the socially handicapped and inadequate in their own communities with commitments to state institutions as a last resort.

Courtesy American Association for Labor Legislation

The plan has been endorsed by state officials and by laymen and politicians and a bill is now being prepared for the next legislature. But social workers know that even if it is passed their part of the job is only beginning. Samuel Gerson, director of the Jewish Welfare Federation of Omaha, gave the Conference at its closing session a picture of the long, hard road of interpretation that is ahead. Nebraska has a dearth of social workers, and people generally have little understanding of modern social work methods. County-by-county studies and demonstrations, institutes linked to the Conference, mobile clinics, regional meetings, local committee organization, are all part of the ten-year program on which, he said, the Conference must embark as a preliminary to the effective functioning of the county-unit plan.

The Conference Family Grows

THE National Conference of Social Work has a new child to add to its numerous progeny known as Associate Groups. The newcomer, christened the Church Conference of Social Work, took its first steps at the Boston meeting last June when Dr. Worth M. Tippy presided over a number of sessions organized by the Commission on the Church and Social Service of the Federal Council of Churches. It is now walking alone with Prof. L. Foster Wood of the Colgate Divinity School, Rochester, N. Y., as its chairman, and a committee of some fifty churchmen, educators, and social workers to guide its course in ways which "it is felt will prove to be the beginning of a much closer relationship between ministers and leaders in organized social work."

In the Midst of Emergency

THE experience of the past has been gathered together by Joanna C. Colcord into a pamphlet, Community Planning for Unemployment Emergencies, published by the Russell Sage Foundation, 130 East 22 Street, New York (15 cents). Miss Colcord has drawn from various sources, including four major studies, recommendations that have been made from time to time as a result of the experience of social workers in crises comparable to the present one. By judicious selection she combines them all into an integrated program which covers the activities and aims of an emergency committee, the share of social agencies, and the functions of a permanent committee on unemployment.

Another contribution to the literature of the situation comes from the Family Welfare Association of America, 130 East 22 Street, New York, in the form of two pamphlets, Care of the Homeless in Unemployment Emergencies, and Administration of Relief in Unemployment Emergencies.

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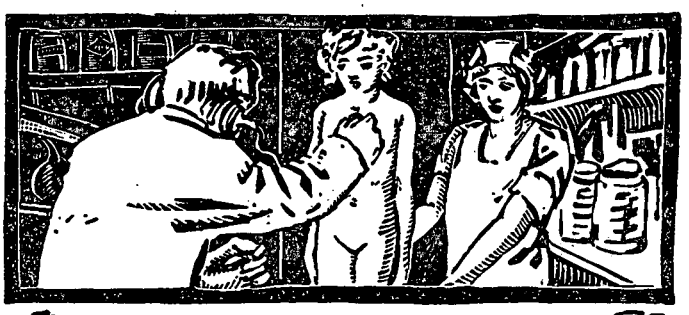

HEALTH

St. Louis Starts a Council

TO the list of cities which enjoy the benefits of health councils (Cleveland, Cincinnati, Boston, Denver, Kansas City, Minneapolis and San Francisco) must now be added St. Louis. The St. Louis Health and Hospital Council was set up on November 21, with Dr. David M. Cowgill as executive, to bring together and strengthen the interests of the eighty-five agencies and institutions in the city and county. The formation of such a clearing-house was one of the major recommendations resulting from the health survey made in St. Louis in 1926 at the instigation of the St. Louis Community Council. At that time, however, the plan met with some opposition. Taken up again in 1929 by the Community Council in cooperation with the City Department of Health and the two medical schools, it now sets sail with flying colors. The Health Council is not organized as a department of the Community Council, since half of the health agencies in the city are not connected with the latter organization, but as an independent group in which membership is open to any health agency operating in the city or county, public or voluntary, on vote of a majority of delegates, or to individuals active in the care of the sick or public health. "In view of the great need for some central planning agency in public health in the communities of the Mississippi Valley," writes Robert W. Kelso, director of the St. Louis Community Council, "this development in St. Louis, which stands at the gateway of the central South, may be considered a major accomplishment."

Food for a Family

THAT $10.42 will feed a family of five for a week in Boston is the conclusion of a study by S. Etta Sadow, director of the Bureau of Home Economics of the Boston Federated Jewish Charities, reported in the current issue of The Family. Evolved frankly as a minimum diet, the menu presupposes that the members of the family are in good health and that the housewife has sufficient knowledge of foods, of seasonal variation, and prices so that the money will cover the essential items. To test it in practice, four social workers were found who were deemed to be the equivalent, in requirement of calories, of a man, a woman, a boy of thirteen, a girl of seven, and a child of three. They lived on the order for a week: one gained two and one half pounds, two gained a pound apiece, and the fourth stayed even. If there is a moral about social workers' usual diets, it is not stated. Copies of menus will be sent on request by the Family Welfare Association of America, 130 East 22 Street, New York City. From the Philadelphia Child Health Society (311 South Juniper St., Philadelphia) comes another family food plan, with outlines of menus, recipes, and dietetic advice, whereby a family of five may be fed for a week for $8.59 at the prices obtaining in that city in early December. The schedule is headed The Cheapest Foods for the Family and is intended as an emergency measure for people who must economize. While dietetically sound, it lacks variety, as the Society points out, and is offered not as the desirable diet, but as what will work in a pinch.

Doctoring the Unemployed

IN Chicago a group of well-known physicians has asked members of the medical profession to give what they can to the special funds sought to relieve the unusual distress of this winter; or, if they prefer, to give their services for patients who cannot pay, aside from their customary work in free clinics and the like. Physicians who prefer to help professionally are asked to notify a member of the committee as to the number of new patients referred by charitable agencies whom they will see in their office each week at specified hours; the number of home visits they will make, and in what area, to people sick at home, and referred by the social agencies; and the kinds of medical service in which they specialize, so that they will not be asked to care for conditions which they do not handle in their private practice. "We feel warranted," the committee declares in a communication to the Bulletin of the Chicago Medical Society, "in urging upon you a contribution of money or service."

A New Day for Mothers

THAT possibly ten thousand women in the United States each year die needlessly from causes related to childbirth is the conclusion drawn by Dr. Louis I. Dublin from a statistical study of 4726 maternity cases cared for by the Maternity Center Association of New York. Approximately a third of these women showed signs of complications which might have become a real peril had they not had continuous medical and nursing care. The death rate for the group was 2.2 per 1000 live births, one third that of the prevailing general average for mothers in the same disticts who were not cared for by the Association. "This result," Dr. Dublin declared, "is indicative of the saving of lives that might be accomplished were every mother to receive the benefits of a specialized maternity service. As more than sixteen thousand women in the United States every year die from causes related to maternity—the highest rate of any civilized country in the world—this means that more than ten thousand are preventable." The death rate among women cared for by the Maternity Center Association is less than that of Denmark, which has the best showing among the nations with a record of 2.4 deaths per 1000 live births. The services of the Association, which include prenatal care and education, nursing care at delivery unless the patient is in a hospital, and nursing care afterward until the baby is at least six weeks old, helped to save the lives of babies as well as mothers. The infant death rate during the first month was 29.1 per 1000 live births for the Association's young patients, in contrast to a rate of 42.9 in the general population. The Maternity Center Association has started a national campaign which will culminate on Mothers' Day—May 10—to call attention to the high maternal death rate in this country and the measures whereby it might be lowered.

Healthy Reading

A FIVE-FOOT health shelf for the city hall, including thirty books at a total cost of $111.75, has been compiled by Raymond S. Patterson, director of health education of the John Hancock Mutual Life Insurance Company and James A. Tobey, public health editor of The American City Magazine and published by The Municipal Index, 443 Fourth Avenue, New York City. Its classifications include public-health administration, child hygiene, health education, nutrition and

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foods, mental and social hygiene, preventive medicine, public-health engineering and "miscellaneous." For a comprehensive classified list, consult the new edition of Health Books, with prices attached, published by the American Public Health Association, 370 Seventh Avenue, New York City. Three new pamphlets in the series of Miscellaneous Contributions published by the Committee on the Costs of Medical Care (910 Seventeenth St., N.W., Washington, D. C.) are Funeral Costs, by John C. Gebhart (No. 3); Medicine and Public Health, by W. S. Rankin, M.D. (No. 4); and The Use of Small Loans for Medical Expenses (No. 5) by Leon Henderson who assembles facts to show that 28 out of every 100 persons who borrow from small-loan companies do so to meet expenses arising from illness and death. From the New York City Department of Health comes a mimeographed glossary of medical and public-health terminology, to be had for the asking. For the many publications of the Cleanliness Institute (45 East 17 St., New York City) see its new list.

Mental Hygiene for Teachers

TO give teachers an understanding of the principles and practice of mental hygiene, the Massachusetts Society for Mental Hygiene is publishing a new quarterly magazine, Understanding the Child, made possible by a grant from the Godfrey M. Hyams Trust. It will be sent free to every public-school teacher in the state, and may be obtained by other interested persons for a small subscription fee. The magazine will be under the direction of J. Mace Andress, editor, and Dr. E. Stanley Abbot and Dr. Henry B. Elkind, associate editors. with a consulting editorial board representing experts both in education and mental hygiene. Original articles, book reviews, abstracts, case studies, questions and answers, and the like will be selected to show and illuminate the every-day practical problems of teachers and the best answers that mental hygiene now can give. For further information address the editors at 5 Joy Street, Boston, Mass.

Cooperating Counties

LESS than a quarter of all rural Americans, the U. S. Public Health Service declares, are yet provided with local health service approaching adequacy under the direction of whole-time local health officers. During the past year the federal service has cooperated with more than two hundred counties in twenty-four states in setting up and maintaining local health projects, contributing $342,000 or about one fifth of the total cost, while the lion's share of the remainder ($1,688,132), was met by state, county, or municipal funds, and the rest by local health associations the Red Cross, Rockefeller Foundation, and the federal Children's Bureau. Since 1920, counties with whole-time county or district health officers have grown slowly but steadily in number from 109 to 1930's showing of 505, and have demonstrated, it is believed, that this form of local health units is "fundamental to any and all efficient, economical health service in our rural communities."

In 1930 New York State put up $395,000 to match local funds for setting in motion public health projects in 39 counties, such as county health departments, milk control, county hospitals in sparsely settled districts, nursing services, clinics, and the like. The first county health department in New York State—Cattaraugus—completed on January 1 the five-year demonstration in which the Milbank Memoral Fund has been participating. Evidence of the county's support comes in the recent vote of the Board of Supervisors to raise the appropriation for the county health department from $66,000 in 1930 to $87,000 in 1931, though general county expenditures have been kept at a minimum. A homestead in Olean has been given to the Cattaraugus County Tuberculosis and Public Health Association to serve as a community center, and now houses offices of the county departments of public health and welfare, the school health service, child-welfare board, and the district health station where tuberculosis, mental hygiene, and orthopedic clinics are held.

New York's Smoke Screen

AS much as half of the light of the skies is kept from New York in still, cloudy weather by the smoke that lies over the city, according to studies recently published by the U. S. Public Health Service. Simultaneous records of daylight were made throughout a year at the U. S. Marine Hospital, at the tip end of Manhattan Island, and at the U. S. Quarantine Station on Hoffman Island, nine miles down the bay. For clear days, the percentage loss ran from 12 to 23 per cent; for cloudy days, from 24 to nearly 53 per cent. Still and damp weather increases the loss of light. "The contamination of the atmosphere by smoke from the chimneys of private houses, office buildings, industrial plants, steam engines, tugs and steamships has become a serious matter in several of the larger cities of the United States," the report declares. "The presence in the air of large numbers of particles of soot and ash, and of appreciable amounts of sulphuric acid and other impurities results in injury to trees and plants and in economic loss, and is a detriment to health." Averages for the whole year show that smoke steals about one fifth of New York's natural light, which means, on the average, about one sixth of the light on clear days and more than a third when the day is cloudy.

Vienna Adds the I.Q.

VIENNA has recently added psychological tests of infants to the regular program of the baby-health centers, according to a report released by the United States Children's Bureau. As a beginning a study was made of sixty children less than a year old living under normal conditions, and in some instances a "psychological prognosis and diagnosis" followed up with re-examinations after longer periods of time, during which the child was kept under observation. In twenty-two out of twenty-four cases the original diagnosis and prognosis was confirmed by the reexamination. Plans for similar work in Berlin have been undertaken by a society of physicians connected with the child-health centers.

The Mysterious Cause of Colds

EXPERIMENTS recently reported by workers at Johns Hopkins University and the College of Physicians and Surgeons and Presbyterian Hospital in New York City confirm the finding of earlier investigators that colds are caused by an agent which slips through the finest filters and eludes the microscope, belonging "in all likelihood to the group of so-called sub-microscopic viruses." In the laboratory, colds were passed from one volunteer to another and from human beings to apes by means of nasal washings. An important finding of the New York study was that the existence of a cold in an ape seemed to stir up any other pathogenic organisms which the victim was harboring at the moment, such as the germs of pneumonia. So far it has not been possible to cultivate the cold virus artificially. Efforts to do so are being made in the hope of evolving eventually a vaccine to protect mankind against one of its costliest and most annoying ailments.

Courtesy West Virginia State Dept. of Health

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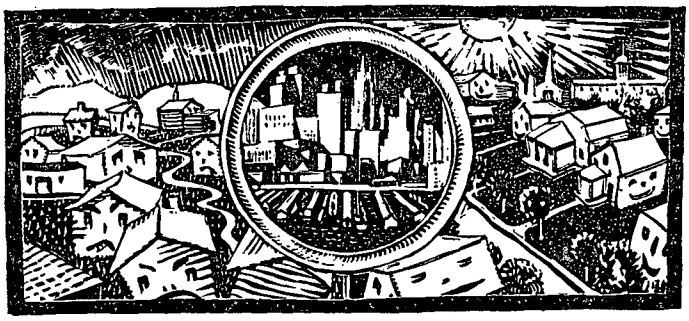

COMMUNITIES

To Park or Not To Park

THE major worry of city traffic authorities today is what to do with the parked car. Three important studies recently issued agree that the problem must be attacked in two ways: firstly, by providing more and bigger garages in and around congested business districts, either by private capital or by the municipality; and secondly, by revising the parking regulations. The studies referred to are Bulletin No. 12, Traffic, of the American Road Builders Association (National Press Building, Washington, D. C.); Parking and Garage Problems of the Central Business District, Washington, D. C. (Automobile Parking Committee, Washington); More Central Garages for Immediate Traffic Relief (Planning Foundation of America, 130 E. 22 St., New York City). However, neither remedy is a simple one to apply, and it is only after careful studies taking into account traffic, economic, and other phases of the problem a comprehensive plan applicable to a specific city, can be formulated. Parking garages, if improperly located, may actually complicate rather than alleviate the trouble for, as the Regional Plan of New York has pointed out, the presence of a parking garage is equal to the entrance on the thoroughfare of a busy traffic street. Although conditions in Washington, D. C., are not entirely typical of the entire country, the Washington study might be offered as a model of the type of survey generally recommended. A careful scientific study was made of the character of the central business district; supply of parking facilities; demand for park space; use of parking facilities; parking and business; parking and government employes; parking regulation and government employes; parking regulation and enforcement; physical facilities recommended for business district; and parking facilities in government buildings. Despite the major seriousness of the problem, it should be recognized that it is the result of a transition period in the customs of the people and municipal development. Through an adequate research sound policies regarding parking will no doubt be developed—indeed they are currently being developed.

Low-Cost Housing in Newark

AS a result of the cooperation of municipal and state authorities and the Prudential Life Insurance Company, Newark, N. J., is to have three new model apartment buildings which will house well over a thousand families. Rentals in these houses which are to be built by the Prudential will, it is hoped, be somewhere between $12 and $13 a room. The Insurance Company has obtained property in three widely separated sections of the city—sites of one and two blocks and eighteen and a half acres, respectively. Construction of six buildings on the first plot is to begin shortly. The construction plans are based on successful experiments in other cities as well as on Newark's special needs. A little under 40 per cent of the ground area will be covered; 406 apartments, nearly all of three and four rooms, will provide living accommodations for a thousand to twelve hundred people. Provision will be made for playgrounds and other community activities. Inspired by the municipal authorities, this operation would not have been possible but for the cooperation of all interested parties in obtaining the requisite legislation whereby the Insurance Company can legally own the necessary property.

Further essential cooperation on the part of the city and the company to make possible the development of the two-block site, has been worked out. Located in a congested colored district, values are such as to prevent the erection by the company of the type of desirable fireproof apartment with sufficient open spaces at rentals within the means of the people in the district. To meet this situation, the city has purchased a part of the two-block site on which will be developed a neighborhood park. While providing "open spaces" for the contemplated five-story building which will face on it, the park will be accessible to the general public, through passageways in the building and entrance from the ends of the block. Past experience in New Jersey as to the increase in values of buildings fronting on park areas, as well as of neighboring property, would indicate that increases in taxes within a reasonable term of years will reimburse the city for the entire cost of the park.

International Migration

AT the seventh meeting of the Permanent Conference for the Protection of Migrants, held in Geneva September 11 and 12, there were discussed a variety of problems which cut across national boundaries, thereby presenting legal difficulties. Families who have been left behind by emigrating fathers, it was reported, constitute one of the most pressing problems. To compel the father to support these dependents, judicial processes in one country must be used for the enforcement of another's laws. Mental testing of emigrants, social insurance and aliens, compulsory insurance of migrants while in passage, the return of destitute emigrants to the country of their origin, were other matters discussed at the conference.

The executive committee of the Conference is to continue to study the use of education and assistance in case of the first type, as a substitute for criminal procedure. At the same time it was instructed to secure further data, the prime need being for "bodies of fact on which may be based well-grounded policies looking toward the reduction of suffering [of migrants and their families]."

Education about Houses

THE novelty of a housing course for school children is offered this year for a second time in the eighth grade of the Cincinnati public schools. Prepared by the Better Housing League of Cincinnati, the course was introduced by the Civic and Vocational League of the Board of Education, with the approval of the superintendent of schools. Principals who wished the course secured material from the League for use in the civics classes. Previous to its adoption the course is explained to representatives of the pupils and their interested consent secured. Two courses are available: one for suburban children who take air and space for granted, to acquaint them with the unfamiliar conditions of congestion and awaken their social responsibility; the other for children in the congested districts who take crowding and lack of sanitation similarly for granted, to stimulate a desire for better housing.

The essentials of good housing (construction, repair, location, ventilation, fire escapes, plumbing, necessary space) and the forces that tend to create bad housing, are explained, with the need and method of control. The types of houses and districts in Cincinnati, why and how they have changed, and what individuals, both tenants (even children of tenants) and land-

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lords can do to maintain standards, are discussed, as well as the socialized action of the municipal housing bureau and the Better Housing League. Each class selects two delegates for a trip to see Mariemont, a garden-city suburb of Cincinnati.

The children have shown considerable interest in the course, and the League writes:

> The housing conditions, good, fair and bad, in their own city are explained to them, the efforts to improve the situation are summed up and housing standards are set up. If this knowledge bears fruit later on we have no way of knowing it. The effort is in the same category as trying to enlighten public opinion, only it is reaching younger minds in a more intensive and educational form.

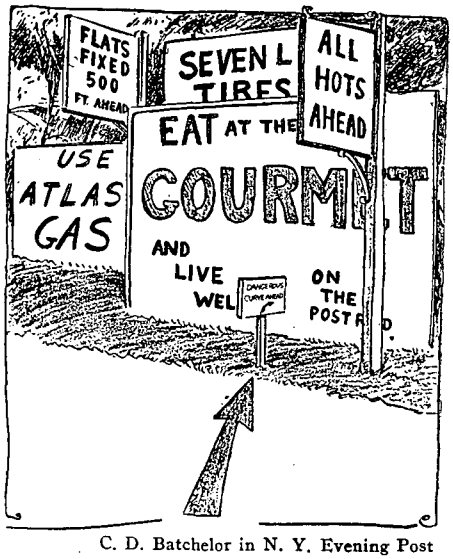
"Standards Must Be Maintained"

THE "hard-times" economy by which the City Council of Pittsburgh cut $200,000 from the street-cleaning appropriation, throwing four hundred men out of work, and then voted $100,000 for relief, is condemned by the Pittsburgh Housing Association. Although it unequivocally advocates emergency construction work and relief as necessary in times of depression, they should, the Association urges, constitute an addition to, not a substitute for regular municipal services. Pointing out that bad times are likely to affect adversely housing conditions, it is strongly recommended that housing standards should not be allowed to be lowered. Jobless men usually cannot pay their rent, and even lenient landlords tend to make this an excuse for letting houses fall into disrepair, to the detriment of the people living in them as well as the labor thus left unemployed. Thus is the situation summarized:

"If business is brisk, if every dwelling is occupied, if all good workers are steadily employed, the short-sighted landlord declines to make repairs because he can get tenants anyhow. If times are dull, he pleads lack of means. The only answer is that standards must be maintained. . . . This means repair and reconditioning of dwellings worth repair and reconditioning. It means demolition of the rest. Both repair and demolition will give employment. Both mean adding to the capital value of Pittsburgh. If this results in undue hardship to some owners their cases should be taken up individually to see if aid can be extended. But the work should be done."

Along the Road

THE recognition of highway billboards as one cause of the rapidly mounting number of automobile accidents, has given new impetus to campaigns against them—campaigns initiated originally as a protest against the marring of roadside beauty. Intersections, curves, and underpasses are favorite places for billboards because here the careful driver slows down. But these billboards often obscure the dangers lurking around the corner, hide the official warning signs, and often distract the motorist's attention just when it is most needed for safe driving. So the American Association of State Highway Officials recommends that laws in all states ban advertising signs within five hundred feet of rights-of-way and highways, while the National Automobile Chamber of Commerce holds, "Such signs [at curves and intersections] . . . are a positive menace to the safety of operators and users of motor vehicles."



C. D. Batchelor in N. Y. Evening Post

Why the Obituary Column Grows

Mass. Forestry Assn.

To remedy this situation, the Department of Highways of Pennsylvania conducts an annual two weeks' campaign of removal of illegal highway signs. Although most of the big commercial signs are legally placed, many small "snipe" signs offend, and by enforcing the state regulations, the Department removed 32,225 signs in two weeks of July 1930.

To find out what is being done—and needs to be done—in a selected typical state, the American Nature Association financed a survey of the roadsides of North Carolina. Based on the findings of this survey, the National Council for Protection of Roadside Beauty (119 East 19 Street, New York City) has issued a strikingly illustrated booklet entitled The Roadsides of North Carolina.

Along these same lines, under the title, Control of the Amenities, the Regional Plan of New York and Its Environs discusses highway filling stations, "hot doggeries," and beauty-defacing signboards, and holds that public indifference is largely responsible for their occurrence undesirably.

The Rural Horizon

ANSWERING his own question, "What chance has the small rural community to attain high community standards of life?" C. J. Galpin, sociologist of the U. S. Department of Agriculture, replies, "No chance, just none at all." In a recent address before the thirteenth annual conference of the American Country Life Association Dr. Galpin discussed rural oganization whereby provision could be made for education, health, recreation, fire protection, information, religious instruction, and the like, equal to that of urban communities. To achieve this, Dr. Galpin says, the hundred farms and hundred families in an ordinary Iowa or Wisconsin township are too small a unit, because, while each family is able to carry its proper share of responsibilities, their total resources are too small to achieve the desired purposes. However, these same families in groups of a thousand could easily carry on the needed community enterprises. Such consolidation having already been made for school purposes, it could be extended further and the same legal methods employed. This reorganization is necessary, according to Dr. Galpin, to stop the drift cityward of young people and of the prosperous adults.

The Price of Votes

IN an effort to insure honesty, "The election process is tied hand and foot with red tape and formalities, and has become extremely expensive without securing accuracy and honesty," according to the recent report of the committee on election administration of the National Municipal League. As a result the average cost per vote cast is about a dollar, whereas under a sound system it should never be more than twenty-five cents, and in smaller communities even less than ten cents. For example, in 1928 in Kansas City, Mo., the cost of registrations and three elections was $558,779.58, the averages of votes at each election being under 150,000; while Salt Lake City, Utah, spent only $5,270.49 for primary and election with a combined vote of 52,137. To improve this situation the League has worked out a model election administration code, based on real election needs, advocated to replace the elaborate patchwork codes which have grown up in so many states.

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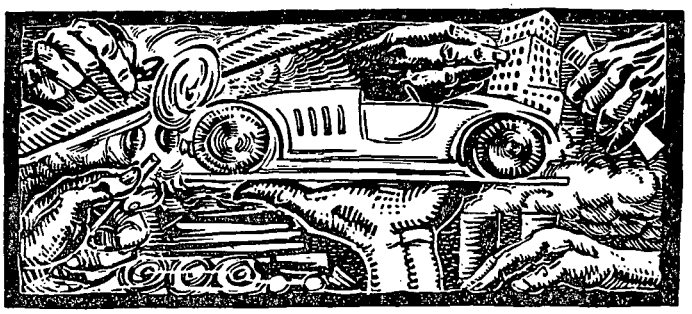

INDUSTRY

Labor's Demand for "Air"

ORGANIZED labor's case against the Federal Radio Commission is presented by Edward N. Nockels, general manager of Station WCFL, in the fall issue of WCFL Radio Magazine. WCFL is the only labor radio station in the country, and though owned by the Chicago Federation of Labor, that organization "regards itself as trustee for the entire Labor Movement of the country." The station began operating in July 1926, a capital of $200,000 having been raised for it by $2 contributions from Chicago union members. In September 1928 the Federal Radio Commission announced a reallocation by which WCFL had its power reduced and was required to divide time with several other stations. There follows a history of WCFL's atempts to secure increased power and more exclusive time, resulting in a series of conflicting telegrams and actions from the Commission. WCFL has at present 1500 watts power and daylight time only. It wishes permission to construct a station of 50,000 watts power and to have an exclusive frequency; it has purchased land and made plans for the construction of such a station, also equipped for short-wave (relayed) transmission.

In 1928 arrangements were made by which the Farmers' Educational and Cooperative Union of America was to help support the station in return for a share of the time, thus concentrating in WCFL radio representation of both farm and labor movements. According to Mr. Nockels, labor control of at least one of the ninety cleared broadcasting channels and maximum power, is vital to labor, because of the inadequate or biased presentation of labor news in daily papers: "90 per cent of the people are unable to get their story across, not only to the other 10 per cent of the people, but to the 90 per cent as well." With the modern consolidation of newspaper ownership, he holds, their policies are affected not only by pressure from employer advertisers, but by the fact that they are themselves employers on a large scale.

Maids of All Work

A GROUP who themselves employ domestic workers, of the committee on household employment of the National Industrial Department of the Y.W.C.A., has developed a study outline for the use of other employing groups "to stimulate interest and to promote clear thinking about the stabilization of the occupation of household employment." It believes that old habits of industrial relations within the home are unsatisfactory under modern conditions—the worker desires higher social status and more opportunity for independent life; the employer, more competent workers. It finds that the greatest difficulties occur in homes of limited income, and especially where the employes live in or work for an indefinite period until everything is "finished." For study, such topics are included as changes affecting the work in the home, wages and hours, general working and living conditions, points to be covered in the contract between employer and employe, arrangements for family absence, accident and illness compensation, policy in regard to breakage and damage by employe, vocational training, employment bureaus. The outline was prepared to meet the requests of local branches of the Y.W.C.A., but it may be obtained free by anyone interested, from the Industrial Department of the National Board of the Y.W.C.A., 600 Lexington Avenue, New York City.

Brewing in Danville

IN spite of communist heckling and provocation by police and militia, eleven weeks of the Danville strike under the auspices of the United Textile Workers Union (see The Survey, November 15, 1930) have so far been conducted peacefully; but the tension is growing, and The New York Times reports, "Danville, in the opinion of local observers, has all the elements of another Marion or Gastonia." Recently police with tear-gas bombs dispersed picketers on the charge of blocking the mill gates, and arrested forty-five. The next day forty-seven families of strikers were served notices of eviction which became effective soon after Christmas.

The Information Service (November 29, 1930) of the Federal Council of Churches of Christ in America has published an analysis of the situation based on visits to Danville by James Myers of the Council, both during the strike and last May; this report contains reliable data as far as it could be obtained in the face of the refusal of the company even to discuss the differences. Apparently this refusal of the company to discuss, is the crux of the struggle. Attempts of the Federal Council, of the governor of Virginia, of the federal Department of Labor, to mediate have been met by the mill owners with, "There is nothing to arbitrate," and the recent statement that they would allow the mills to slip into the river before they would deal with the United Textile Workers. Originally the Union offered the company full union-management cooperation to increase industrial efficiency, such as it is conducting successfully in the Pequot Mills at Naumkeag, Mass. (see The Survey, January 15, 1930, p. 466, and June 15, 1930, p. 276).

The Union has organized a Danville Strike Relief Board to raise a minimum of a thousand dollars a day which provides such food relief as flour, fat-back, and beans. A Church Emergency Committee for relief (287 Fourth Avenue, New York City) has also been formed.

Unemployment

ONE of the few attempts to measure unemployment which is old enough to have an anniversary, the Buffalo unemployment study (see The Survey, February 15, 1930) makes its second appearance and hopes to continue to do so each year. The New York State Department of Labor cooperated with the Buffalo Foundation in the work, and students of the State Teachers' College and the University of Buffalo secured the house-to-house data. The material was analyzed by Frederick E. Croxton of Columbia University and Fred C. Croxton of the Ohio Department of Industrial Relations. In the areas studied, both rates of unemployment and also of part time (for males over eighteen) in November 1930 were two and one half times those in November 1929.

The industrial relations sections of Princeton University has issued a memorandum on Company Plans for the Regularization of Plant Operation and Employment, which outlines methods of employment stabilization of such companies as Procter and Gamble, Dennison, General Electric, Delaware and Hudson, Walworth, and Southern Pacific (see The Survey, April 1, 1929, and April 1, 1930). The memorandum concludes:

There are an increasing number of companies . . . which have

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recognized the importance of providing regular employment to the men and women who have cast their lot with them.

Through the cooperation of the city government, the community chest, the chest's affiliated agencies, and several other organizations, Lincoln, Neb., has established a free city employment agency. Louis W. Horne, executive secretary of the community chest, is its director. Federal aid has been given indirectly by the appointment of Mr. Horne as special agent of the U. S. Department of Labor, extending the franking privilege to the agency. Several weeks of successful operation are reported, and the agency hopes "to demonstrate the need of a city employment bureau that will become permanent."

In a booklet, Unemployment Among Negroes, by T. Arnold Hill and Ira DeA. Reid, the National Urban League (1133 Broadway, New York City) gives data on the subject in twenty-five industrial centers and summarizes its own activities. All the figures indicate that unemployment is much greater among Negroes than among whites. In some instances, under the current pressure, white workers are undercutting wages with the natural result of racial friction. The League is doing what it can to secure jobs, and its officials are serving on federal, state, and city committees.

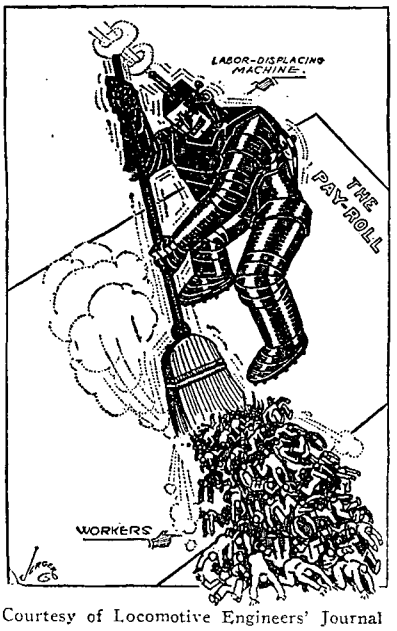
Wages with Which to Buy

GENERAL MOTORS has not reduced its wage rates and hopes that it will not find it necessary to do so, according to a letter from Alfred P. Sloan, Jr., the president. The company, he says, "recognizes as a major industrial purpose, the importance of doing its part in maintaining purchasing power through periods of adversity." A few days after this statement was issued, Chevrolet Motors, one of the General Motors subsidiaries, put this principle into practice by announcing that its Detroit force would be kept on by a staggered work program which insures each of the 30,000 employes a thirty-two-hour week or better. The plan has been worked out, not only in the interest of the employes but in the interest of the community. With this back-log of steady work, Chevrolet employes will add little to the burden of the Department of Public Welfare; further, they are freed from the fear of possible lay-off which makes so many wage-earners unwilling to spend what little they have except for the most meager necessities.

Din of Machines

THE Bureau of Women in Industry of the New York State Department of Labor has added to its classic series of studies of industrial conditions, one on the Effect of Noise on Hearing of Industrial Workers (Special Bulletin No. 166). The study was made in seven representative factories which had the necessary facilities, and, where possible, testing workers in both noisy and quiet occupations. As a control group, state clerical employes who had never done factory work, were tested. Hearing was measured by a 3A audiometer, an instrument which grades in units of sensation loss, a loss of ten units being made the standard and any workers testing below this being considered deafened. These were then examined for external conditions which might account for the imperfect hearing, and if none was found, were tested with the 2A audiometer which determines whether the deafening is in the conducting apparatus of the ear or in the nerve tract which transmits it to the brain. Altogether, 1040 workers were tested. As full histories as possible were obtained for each, and where previous ear trouble was indicated, the cases of deafening were considered of possible non-industrial causation. Among those remaining, the greatest incidence of deafening was found to be among the group whose workrooms were the noisiest, most of the cases being in two of the seven factories, one manufacturing tin cans and the other a printing establishment.

The report warns that this study is only an indication, needing confirmation on a larger scale, and further research into the effect of age on hearing; for this pupose it recommends tests of hearing of all employes at the beginning of employment, where possible, and periodic reexamination of workers subjected to more than a moderate amount of noise.



Courtesy of Locomotive Engineers' Journal

Autocracy by Injunction

A COMMITTEE on Labor Injunctions (Room 1403, 100 Fifth Avenue, New York City) has been organized under the auspices of the Civil Liberties Union, to support the Shipstead Anti-Injunction Bill now before Congress, and otherwise fight the paralyzing use of the injunction in labor disputes:

> . . . It was the stimulated feeling against its use in connection with the yellow-dog contract which resulted in Judge Parker's failure to reach the Supreme Court. The fact that no hearing was granted to the workers before the issuance of the injunction; that penalties are prescribed by the judge of an act made criminal not by statute but by himself; that guilt is determined without a jury trial with a consequent jailing of leaders and workers; and that bail is not being granted as a matter of right—these and other abuses make it a matter of great public interest.

The Total-Science of Industry

THE Institute of Human Relations at Yale University is attacking the most emergent human relations—those in industry—but not with an emergency method. Current problems are, they believe, "but surface symptoms of disorders deep seated in the industrial structure," disorders of industrial management rather than social problems. In line with the aim of the Institute to draw together specialists in the cooperative study of unspecialized problems, its industrial committee includes a psychiatrist, a psychologist, an economist, and an engineer. Its initial work is on "the introduction of labor-saving methods and machinery in its human aspects," a problem especially adapted to the total-science method. The first typical and important instance is the increase of the number of spinning frames and looms tended by each worker, which in some cases has been followed by all the disasters of industrial indigestion, and in others by no unrest or harm. Men trained in management and social problems study certain typical instances by first-hand observation, interviews, examination of records and statistical material, to discover the fundamental factors. These findings are considered by other committee members from their special points of view, and then by the whole committee. The original investigators go back to fill in any gaps of information thus brought to light.

The Institute does not expect to produce "managerial formulae or precise solutions," but to "give to the study and management of human nature in industry a well-rounded scientific foundation and technique in a field where specialized techniques often fail to reach beyond the partial to the fundamental problems."

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EDUCATION

Rebuilding a University

THAT American experiment in deformalized higher education is ready for trial on a large scale, is indicated by the recent announcement from President Robert M. Hutchins that the University of Chicago, with its thirteen thousand students and over $50,000,000 endowment, is to adopt new methods, for five years, at least.

The University will be reorganized into five divisions (besides the professional schools)—social, physical, and biological sciences, humanities, and the college. Within these the traditional departments will be dissolved so that courses may be formulated along natural rather than academic lines. The college will devote itself specifically to teaching, but each member of its faculty will also belong to another division in order to keep his subject-matter up to date; thus teaching will be a separate function instead of a tithe paid by research workers.

To students the new plan is intended to bring economy of time and effort and a better quality of education. Degrees will be granted whenever the candidate can pass a comprehensive examination, regardless of courses taken or whether the time spent has been one year or four. However, rather than actually shortening the college term for able students, they will be encouraged to move on rapidly to a higher level of work, the jerk into a separate graduate school being removed. Some record of credits will be kept for transfer, and for the student's own use as a measure of progress.

The University hopes that its broadened concept of education will drain into the general stream through the many graduates who become teachers. In discussing the new plan, President Hutchins said: "If one were building a hypothetical university, he would go at it just this way. I do not mean to say that . . . we can produce a new character in teaching or in students, but we can open the way and watch the result."

Equipping Social Workers

THE New York School of Social Work is meeting—and facing—the familiar dilemma of educational standards versus bounding applications for admission. The annual report for the past year states the problem: the usual lagging resources of finances and equipment, the small scale of discussion-group methods, a shortage of qualified teachers, and an approaching limit of opportunities for field work. In April 1930 the School announced its decision to limit enrolment in field work to those "for whom positions providing adequate educational experience could be found" (135 to 150), and for discussion courses to 30 in each. In the face of an increased enrolment for all types of work, the past fall, the School firmly reiterates its policy of upholding standards.

To the New York School comes a report of the initial year of the first school of social work in Roumania. This was established under the auspices of the Roumanian Institute of Sociology, with the collaboration of the Ministry of Labor, Health, and Social Welfare, and of the Y.W.C.A. Students are chosen from graduates of public highschools. The three-year course includes study of the social sciences and social work, and field work. The director, Mrs. S. Manoila, has had American training in social work, and the report to the New York School comes from one of its alumnae who is on the faculty. Chaotic post-war conditions in Roumania brought an acute shortage of social-work, and the organization of the school is a measure to meet it.

Teachers Without Pupils

"WHILE unemployment among trained and experienced teachers is in no sense widespread . . . the number of such unemployed teachers is above normal and there are some serious cases," according to reports to the headquarters of the National Education Association. To keep in touch with the situation, the president of the Association has appointed a committee of which Professor William C. Bagley of Teachers' College, Columbia University, is chairman. A small emergency fund has been collected. Some of the state education associations have their own welfare funds, and the committee recommends this method by which the profession provides for its own members "without implication of charity."

Though most cases so far brought to the committee have been dealt with by provision of jobs, and this is, of course, the most desired solution, the need for more direct relief is expected to overwhelm the present emergency fund. The committee believes, "There is always a goodly margin of useful work to be done in schools and colleges over and above the work for which regular funds are provided," and that this could be made available to bridge the current situation.

Pressure of Circumstances

MOST of our experimental schools stop at the end of the grades. Walden School in New York had the courage and initiative to attempt to add the highschool years to its curriculum. This, on the one hand, called for a lot of imagination and deftness in bringing into this newer range of years some of the yeasty principles which are being worked out in the lower grades. And it meant a series of compromises because of the necessity to equip young people not only for "life" but for the definite hurdle of college entrance examinations. Walden has graduated two classes; and the record of its fourteen graduates who have gone to colleges and universities indicates that the compromise is in most instances a practicable one. More than that, the experience has shown that it is possible to give the experimental touch to the highschool years—to build on self-initiative and expression; to bring in a richer content of cultural activities and yet to meet college requirements without putting growing boys and girls into a strait-jacket. Educationally, the experiment has been promising; but there has been another factor to reckon with. The expense. Walden has no endowment; and in the midst of this winter's exigencies, the board of directors decided that for lack of $15,000 the highschool must be abandoned. When this decision became known among the parents of Walden School children, there was a swift mustering of interest to see what could be done to salvage the highschool. It seemed altogether too precious a development to let go. And these winter months will tell the story whether sufficient support can be enlisted to go on with the undertaking.

I.Q. to Coventry

ALIGNING itself on the side of intellectual democracy, the Horace Mann School, part of the Teachers' College of Columbia University, has decided to abandon its practice of

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"homogenous grouping" of children in elementary classes into three sections, on the basis of general intelligence tests, according to recent newspaper accounts of the annual report of Rollo G. Reynolds, its principal, to the dean of Teachers' College. This grouping resulted in "intellectual snobbery on the part of the children, competitive spirit on the part of the teachers, and pressure on the part of some parents," according to Dr. Reynolds. Besides these pragmatic reasons, the decision has been reinforced by the findings of James R. McGaughy as to the relation of special and general abilities of children, which makes it seem that the general-intelligence test is too haphazard a measure to use as a basis for educational grouping.

Decorations Courtesy U. S. Division of Education

During the past year the Horace Mann School has experimented with a new classification of children within a grade into two normal groups and one with specific disabilities such as "lack of ability to read, lack of mastery in the fundamental processes of arithmetic, lack of emotional stability, unfortunate home conditions and many other influences." By teaching these children with special reference to the individual's rough places, it was possible to remedy the defects of 50 per cent of them, according to the report. Incidentally, it was of interest to note that the proportion of high intelligence quotients in the small groups of special problems were as high as in the others.

The system formerly used by Horace Mann, of "homogeneous grouping," has been rejected or discarded by most other progressive educators who have found that any academic gain from it was outweighed by its social disadvantages of creating an artificial division. There has been, also, a general tendency recently to develop tests which measure one facet of intelligence at a time, and to regard the testing of general intelligence as having theoretical interest rather than the practical applications hoped for it in the first flush of its invention.

Tuskegee's Anniversary

FIFTIETH anniversaries are often impressive, and for Tuskegee Institute it means the span from reconstruction to the present, covering the struggle to provide an education for Negroes which would enable them somewhat to overcome their economic disabilities as a preface to racial advancement. Like all broad-visioned educational institutions, the influence of Tuskegee has extended far beyond its courses and its boundaries, and the name of its late founder, Booker T. Washington, has long been a symbol of the progress of his own race and of interracial understanding and cooperation. And in spite of the many present disabilities of Negroes in America, one has only to look back to their state when Tuskegee was founded in 1880, to know how real has been that progress.

Love and Adventure

THE task of the teachers' college beyond teaching methods, is indicated in the conclusions of a recent study of reading interests of 240 freshmen in a teachers' college, made by Emma Reinhardt, professor of psychology and education in the Eastern Illinois State Teachers' College. These are reported in the November issue of The Teachers' College Journal, of the Indiana State Teachers' College.

Students were questioned as to their reading of books, magazines, and newspapers during the preceding year. Many of the freshmen did very little reading outside of school work, one sixth of them having read no books at all, and a number no magazines regularly. For boys the median number of books read was three and for girls, five. One third did not read a newspaper regularly.

In quality, their reading was "fair"—implying mediocrity. "Their choice of books was limited almost exclusively to light fiction." Magazines read were largely farm or women's. In newspapers, the sports news and comic strips were singled out, and even the front pages of the papers read were devoted chiefly to local news. Zane Grey, Harold Bell Wright, and Gene Stratton Porter received prominent mention by both boys and girls. Of the types of books preferred, the boys leaned strongly toward adventure and the girls to love stories; biography and travel lagged at the end on both lists.

Apparently, then, most of these students need something in their few years at the teachers' college, to expand them to the intellectual breadth necessary in a teacher.

Land-Grant Colleges

A STUDY of a sampling of state education is the three-year report on land-grant colleges recently completed by the Office of Education of the Department of the Interior. Included are a number of large institutions, the total enrolment of the fifty-two land-grant colleges being 16 per cent of the college-student population. Since abandoning their old concept of a free college education, fees and additional charges paid by each student have increased rapidly in the last few years, the total amounting to 10.8 per cent of the income of the colleges in 1928.

Returns from 37,342 former students of the colleges, indicated possible wastage of over-specialized education: 45 per cent of agricultural, 32 per cent of engineering, and 43 per cent of education students left the fields for which they were trained, after graduation, though 80 per cent of students of home economics practiced it at home or professionally.

Public Experiment

IN the November issue of The Union Teacher, published by the Teachers' Union of New York, Elisabeth Irwin, herself director of experimental classes in a Manhattan public school, describes the introduction of progressive education into the public schools of Newark, N. J. The first step in a projected complete revision of the curriculum is the sending out of new instructions for the work in the first and second years of all elementary schools. Throughout, they emphasize activity, health, and social development, with only the casual direction as to reading and writing that they are to be presented in the first grade and "all normal children should have begun to learn to read at the end of the second year." No child is to be required to repeat these grades, and, beginning with the third grade, it is proposed to divide the children into three groups with programs weighted according to ability, all of them to be "passed" every year, thus doing away with the barren makeshift of repeating. Though such large-scale changes must necessarily be made slowly, the suggestion of new, flexible equipment indicates that they are to be planned for permanently. The Union Teacher adds an editorial rider to Miss Irwin's article, accepting the New ark program as a challenge to New York City and contrasting it with the "progressiveness" of New York which consists merely of rapid increase "in size and in diversity of activity."

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WORK SHOP

A Social Worker's Loyalties

By PAUL L. BENJAMIN

THOSE of you who know your Dickens may recall the argument in Pickwick Papers.

"'Indeed!' said Mr. Pickwick, 'I was not aware that that valuable work [the Encyclopedia] contained any information respecting Chinese metaphysics.'

"'He read, Sir,' rejoined Potts, laying his hand on Mr. Pickwick's knee and looking around with a smile of intellectual superiority, 'he read for metaphysics under the letter M, and for China under the letter C, and combined the information, Sir.'"

Loyalty is one of those expansive, nebulous subjects in which China becomes mixed up with metaphysics. It is like virtue and truth and beauty, the substances of which were spoon-fed to our forbears in prim essays. It may be that acceptance of Royce's tentative definition of loyalty will help us mush off: "The willing and practical and thoroughgoing devotion of a person to a cause." But this definition raises many questions, among them: Should loyalty be blind devotion? What if a cause is interwoven with other causes? If there is a conflict in devotion where does the primary loyalty reside?

Thomas Wentworth Higginson tells the story of the son of a college professor who had to go without his dinner as a punishment for a misstatement. The youngster met the situation philosophically saying, "I guess I'll truth it for awhile." It is by subjecting the questions raised above to the tests of truth arrived at through our own reflective thinking that we can find a satisfying answer for ourselves. I shall simply share my thinking with you in an effort to "truth it."

Loyalty is not a coat to be put on or off at will. It is an integral part of a person. He does not say, "To this thing I shall be true and to this, false." It is an attitude revealed through a man's speaking and his actions. It is the man himself. Consequently, it seems to me that other chief attributes of loyalty are integrity and character. If a man is true to himself, true to the best as it is revealed to him, his conflicts will resolve themselves into the slots of their importance.

To be sure, the nature of his integrity will determine his selection among the conflicts. Everett Dean Martin in his The Meaning of a Liberal Education points out that a man is known by the dilemmas he keeps. He is known by "the kind of issue that is real to him, the questions which he permits life to put to him, the sort of temptations he has to struggle to avoid, the kind of goods that are vital to him." So what we are and have been, the integrity we have, the issues which are dilemmas to us, will largely determine for us our loyalties.

Of course, our standard is subject to change as is any ethical value. How then may we be certain that our feet are taking us upward. The Humanist might say, I suppose, that the pennon is an "ethical imagination." Royce would fly the flag of "an absorbing and fascinating social cause, which by his own will and consent comes to take possession of his life." But my banner would be the search after truth, wherever it might lead.

WHETHER or not the primary loyalty is to an organization, to client, or to the community rests upon what each individual conceives to be the highest good. For me, loyalty to an organization depends upon whether or not the organization is giving expression to human values. Certainly, loyalty to an organization (if it can be such) when its acts become mischievous or sinister, when it is ineptly managed, when it becomes hardened and set in antiquated procedures, is disloyalty to oneself. I find myself in agreement with Frank J. Bruno, from whose letter I quote:

> I haven't any question in my mind about the fact that the loyalty of the worker to his professional standards has an earlier claim than his loyalty to the organization which employs him.
>
> It seems to me also that loyalty to the community is precedent to loyalty to his profession, and stands as the primary loyalty of the social worker. This is true I think to a peculiar degree in social work, and if the profession rightly conceives its own code, one of its basic items would be that the good of the community is a test of ethical performance of the social worker.

I am also of the opinion that policies once laid down officially should not be trucked with. If they go counter to loyalties to client, or profession, or community, resignation offers a dignified escape. But that seems too simple a solution.

The struggle to reconcile irreconcilable loyalties too often results in a kind of lip loyalty which is a contradiction in terms.

"We'll meet at Armageddon and we'll battle for the Lord," wrote Paul L. Benjamin to John D. Kenderdine. These two had been asked by The Survey to debate the question of a social worker's loyalties. A little essay in Printers' Ink, reprinted on the facing page, was used as a basis. The debate was intended as part of The Survey's continuing discussion of social work ethics. There is little of battle or debate, however, in what is presented here. Each combatant approaches the subject of loyalty from a different angle. In the nature of the case that is probably inevitable; for on a subject as general as loyalty, it would be difficult to have two articles antithetical, point by point.

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Whenever it is given or demanded there is something rotten at the core of the organization. Such loyalty substitutes sham for candor and dissimulation for honesty. Such an organization becomes honeycombed with deceit and disillusion and fear. People of high ethical sensibilities are forced to leave such a society, frequently at great personal sacrifice. Others, unfortunately, betray their own spirit because of the need of a job. Apple selling on the corner is not a vocation devoutly to be desired. Economic determinism is a potent dissolvent of a man's integrity and self-respect.

However, there are some persons who see in every difference of opinion, in every faltering step of a chief, a contentious issue demanding the breaking of a lance. The complexity of social organizations today, the rapid shuttlecock of modern life, the sheer necessity of sudden decisions require the highest type of organization sense upon the part of every staff member, from clerk to executive. There must be acceptance of the interest of the organization as one's own, an effort to achieve integration by discovering areas of agreement, the surrendering of all non-essentials, the directing of one's actions towards the common good. As Stuart A. Queen writes me: "The practice of loyalty clearly calls for a level head, careful thinking and a tongue under control. It requires both frankness and discretion but, above all, ability to integrate one's own with his colleagues' thinking and practice."

WE should be certain that we are not tangled up in an emotional clash of personalities and that antagonisms are not the grimacing features behind the false face of virtuous self-righteousness. Jacks aptly says that the voice of conscience easily gets mixed up with the whispers of self-interest. He declares also that acts which seem guided by reason at the time later on appear to have been irrational. Indeed, there is no executive seasoned in harness but, if he applies the acid of clear thinking to certain of his former decisions, views them with chagrin and regret. If, then, human judgments can be eccentric and whimsical, how necessary it is for both executive and staff person to take double precaution against hasty and ill-advised acts. Such precaution involves an assaying of one's own motives, of being dead certain that one is not playing the martyr. It involves the making of every effort within the organization to change the situation. It involves clear vision, common sense, and poised judgment. As illustration, a distinguished professor of law in speaking of a former member of the United States Supreme Court said that the jurist belabored about him, with great gusts striking doughty blows at straw men of his own making. The executive of a large family agency this past winter hired a case worker without consulting the supervisor, who became very much upset. She went to a third person for advice. This friend pointed out that the executive was under great pressure due to the unemployment situation. She also urged patience. "Go to him," she said, "when this emergency is over and calmly explain the significance of his act."

But if the issue must be joined, resignation should not be all. If conditions are flagrant, if the management is past redemption, then with resignation should go a cogent, dignified letter voicing the reasons for the resignation. Copies of such a letter might be sent to each member of the board. Certainly, acquiescence in destructive policies, even though there be withdrawal, is playing the arch traitor to oneself. It's the easy way and the course which has been followed by some social workers. We have had the spectacle of distinguished gentlemen sitting in the cabinet of a president of the United States while the plunderbund gaily went its way, with not a scintilla of public protest on their part.

How much better, however, to build the kind of an organization in which there need be no conflict in loyalties—an organization in which there is sharing by all, that fosters the creative thinking of the group, that warms their interest, that kindles their enthusiasms. After all, from the standpoint of sheer production, of getting the most out of people, the democratic organization is the best vehicle. It is just as true in a social organization as it is in government that "the concentration of the instruments of power hardens the mind to power." Loyalty is the natural outpouring in an organization which inspires loyalty.

In such an organization devotion will be reciprocal. Too much we have thought of loyalty as something owed by staff persons to the chief, to the organization. It should flow back and forth. A staff member speaking of the executive of a large organization, said: "He kowtows to his board, but he treats his staff as though they were hired men." Consequently, in that organization there is a seething undercurrent of unrest. Even in the medieval barony the obligations of the lord to his

What Groucho Says

Loyalty to House or Self—Which Comes First?

(From Printers' Ink of October 16, 1930)

TIMMERMAN is the name you're trying to remember. Thought so. Do I know him? I'll say I do. Most picturesque man of learning I ever knew. Poet, philosopher and advertising man, also a treat in a poker game. Great inventor. No patents, as yet. Can invent more ways to bet on a golf game than you ever heard of.

Boss knows him. Almost hired him for his brains. Interviewed him, thought he was dangerous.

"Brilliant, very brilliant, but thinks wrong way round." So said Boss. "For example, his code for employment."

Now get this code and tell me which was thinking wrong way round. The points of Tim's code come in order, most important first and so on. Tim always likes to put tickets on things and put 'em in pigeon holes. His pigeon holes aren't always where the other fellow would put the same tickets.

First point, and foremost. Loyalty to yourself, got to see yourself as a responsible part of the world, play it that way first of all. Don't stand for any job or any person switching you off that track. Train yourself to be yourself.

Second Point. Loyalty to the public. If you're an ad man, this means loyalty to the consumer, honest-to-God square deal to consumer with respect to product and its tale of glory. You can't make or run fake ads, false snob ads, or price robbery ads and fit point two.

Point Three. Loyalty to client, the fellow whose ads you write or place. Hundred per cent square deal to protect his advertising dough, so long as you're square with yourself and the consumer.

Point Four, and last. Loyalty to the house which hires you and pays you your living.

Timmerman has doped it out as sound sense, not as morals. Says he has no morals, can't afford 'em.

Sure, he spread this out before Boss. What did Boss say? You could guess. Something like this:

"Very interesting, Mr. Timmerman. I agree with you entirely in essentials only I should reverse the points and read your code backward. It amounts to exactly the same thing with house loyalty put first."

"Not on your life!" says Tim. "It's just the opposite." And they threshed it out for an hour or so. Seemed Tim and Boss couldn't understand each other's lingo and they kept apart.

Boss said to me: "Got to be practical. We're in business to make money. Our house sets ideals good enough for any man, but let's not be foolish about 'em. Got to give the public what the public wants. Loyalty to yourself before loyalty to your house? Dangerous and disruptive. What do you think, Groucho?"

What did I say? I said: "Why should I tell you I agree with Tim? You wouldn't hire him and you might fire me. Anyhow I started wrong, Boss. I started being your slave, Biddle's and Carter's slave. I haven't got near enough the consumer yet to know whether he's got me licked or not."

GROUCHO.

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subjects was well-nigh as binding as their fealty to him. The result, according to William Stearns Davis, was "a great deal of comradery and plain speaking."

An executive and his assistant had a difference over a matter of policy concerning the payment of insurance premiums for clients. He suggested that a joint statement be prepared and submitted to the board for decision. This simple procedure solved what otherwise might have developed into a serious conflict.

It is unfortunate that social agencies do not have the safety valve which is provided by some industries for the settling of disputes; namely, a grievance committee chosen by the workers or a personnel officer to whom the employe may go knowing that justice will be done, even though a high official be involved. It is possible that the local chapter of the American Association of Social Workers might serve as such an instrument. With a social agency in particular the test should be "its contribution to human welfare." If a democratic tool works to that end, it should be used.

Finally, loyalty can have its fullest expression, I believe, in "the union of liberty and authority." John Stuart Mill, that robust defender of individual rights, protested, according to R. M. MacIver, that "only through difference does life become rich and grow, and that it has generally been the despised and rejected of men who have been the movers and makers of the world." Individuality is too precious a thing to be crushed by officialdom and outmoded traditions. But in a complex world, individuality must be in some thralldom to position and place. But such thralldom must give free play to the individual or there can be no real loyalty.

In The New State MacIver sums this up admirably. He says:

> We find it not in the surrender but in the fulfilment of personality, not in an imposed order but in one which is responsive to the inmost nature of man. Enforced unity is precarious and unstable. Social order must be adjudged not only good but enduring in proportion as it expresses and is created by free personality. This liberty is the very condition of social development, and the structure of society gains vastly in intricacy and in strength as it grows in the consentient devotion of those whom it should serve.

Loyalty to the Organization

By JOHN D. KENDERDINE

AFTER the shouting was over in the 1928 presidential campaign, the New York Chapter of the American Association of Social Workers held a meeting at which was discussed the part, if any, a social worker should take in politics. William Hodson made a brilliant argument for freedom of action for social workers during a political campaign and defended a petition for Al Smith which bore the names of well-known social workers.

Then came discussion. Lawson Purdy, general director of the Charity Organization Society, had not signed the Al Smith petition, though invited to do so. His name would lend strength to the circular, he said, only because his work with the C.O.S. had given it significance. There was no way in which he could sign without involving his organization, at least by implication. His primary loyalty, he felt, was to the C.O.S., and it was only the cooperation of staff and board that had made his name valuable.

A social worker's loyalty, I believe, is primarily to his organization. In joining its staff he subscribes to its program, respects its idiosyncracies, agrees at least tacitly to abide by its regulations and its point of view. If it is conservative in its relation to the community, he too must be conservative. Though he may feel passionately, as an individual, about the assorted ills of the world, he should confine his passion to expressions that do not conflict with or embarrass his organization. If this cramps his style as a citizen, he should resign and take the stump.

Social work, I believe, must not be confused with social reform. Social work is, or should be, a profession requiring high skill acquired by technical training. A social agency is a group of such trained persons employed by the public, or by certain citizens with a community point of view, to perform a necessary and skilled service. Each employe, in so far as he is a professional person, agrees by contract, specific or implied, that he will do certain things and refrain from doing other things. A contract is a sacred thing; only by contract is it possible for people to live together in groups, for nations to remain at peace. Sometimes social work contracts are specific—working hours, case work, salary, vacations are agreed upon. More often they are implied, and it is because we have still to sharpen and define the implications that social work ethics is in a nebulous stage.

But specific or implied, the contract is there. The rub comes in its interpretation. Who shall decide, when moot points arise, whether they fall within or without the contract? Who shall decide whether John Smith, secretary of the Child Welfare Agency, is within his rights when he leads an unemployment parade up Fifth Avenue? If he performs as a citizen and can completely detach himself from his organization, then it is his own business, avocation, or recreation. If he involves his organization, then it is the concern of his executive and his board. Theirs to decide whether John's activities are inconsistent with and harmful to the work of the organization.

IT may be, though, that the executive and the board find no fault with his activities. He is fortunate when such is the case. The Survey published, some years ago, a favorable review of W. D. Lane's pamphlet attacking military training. The pamphlet was so filled with what I strongly believe to be half-truths that I, from years of first-hand contact with military training, could not stomach either the pamphlet or The Survey's review. I resigned from The Survey so that I might be free to reply to Lane, but my resignation was not accepted. "The Survey," said the editor, "wants both sides of a controversial subject. Why not stay on and answer Lane in The Survey?" I did.

The executive and the board represent the employers—the men and women of the community who have pooled their money and their interest in order that the organization may exist for certain clearly defined service. The board members are trustees for this interest and for the money which backs it up. Theirs is the responsibility to use the money with the least waste and to translate the interest into a program which will meet a specific objective. Any activities of their employes injurious to this program, they sanction at their own risk. If John wishes to behave outside the organization in a way that is in conflict with the organization's program, then he must be sure that he does so as a completely detached individual; and if that is impossible, as it usually is, then he must surrender either his job or his avocation.

A national crisis may arise, such as we had during the World

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War, when John's only course as a man of God and a thoughtful citizen is to become a conscientious objector—an articulate one. It is the big urge of his life, and he is entitled to it. He feels that he must preach on the street corner and write to the papers. And there is no reason why he shouldn't. He is free and twenty-one. But if the time and emotion he spends in this way are taken from his work, or if his actions prejudice the program of his organization, then his retention is a waste of contributors' money and a betrayal of their interest. If he must have his personal freedom, the board should give it to him—with a month's pay.

"There can be no real conflict in loyalty," writes Elwood Street. "So long as a person is employed by a social agency, he must be loyal to it."

He must carry out its policies as well as he consistently can. If a subordinate employe, he must be loyal to his superior, who is the embodiment of the organization. Loyalty involves constructive criticism directed at the object of the loyalty, therefore the loyal worker will make suggestions for the improvement of the practice of his organization; to his board if he is an executive, to his superor if he is an inferior. If the policies of his organization are once agreed to by the board and once promulgated by the executives, they must be carried out as faithfully as possible by the person who is demonstrating his loyalty. If he finds that he cannot, out of loyalty to his profession, subscribe to these policies and cannot change them by suggestion within the organization, he is privileged to resign and then to make public criticism, but as long as he is an employe of the organization, he is, it seems to me, obliged to follow out the principles and practices of loyalty which I have mentioned. He certainly is not free to go to a board member to complain about the executive or to suggest changes in procedure as long as he is in the employ of the executive.

There are many loyalties in life. Perhaps the highest loyalty of all is loyalty to one's self-respect and personal integrity. Next, perhaps, there is loyalty to one's profession. Next, I should say, is loyalty to one's organization. Loyalties, however, imply obligations. So long as one is part of an organization he must be loyal to it. So long as one is part of a profession, he must be loyal to it, if he wishes to be part of it. I don't know what one can do if he isn't loyal to his self-respect and personal integrity. Perhaps, then, all he can do is to get out of life.

Most of us in social work are individualists. Social work is an art, as well as a profession, and art demands individualism. God save the day when we lose our passion for a better world and become mere professional cogs. The challenge to us is to retain something of that sense of personal evangelism with which Jane Addams and her kind drove social work through the formative stages and at the same time acquire a keener appreciation of social work as a profession of specialities—each of us loyal primarily to his job and to his profession.

Old Folks at Play

"I AM afraid I can't help you any," wrote a county-home superintendent, when asked to describe the recreation and social life in his institution. "We have nothing of that kind in the county home. We are dealing entirely with adults, and most of them are very old people."

But old people do play and county homes do have recreation programs.

A questionnaire was sent, by Professor Robert Fry Clark, head of the department of economics and sociology, Marietta College, to eighty-eight county homes in Ohio. The results were described at the Ohio Welfare Conference in Toledo recently.

Fishing trips, picnics, automobile rides were some of the recreation features provided, and one county home even lists football as an activity.

The chief obstacles in the way of better recreation and social programs, reports Professor Clark, are (1) Apathy of the local communities. Some superintendents reported that members of their communities were more apt to criticize than to help. (2) Heavy and varied responsibilities of the superintendent. He seldom has a homogeneous group with which to deal. In county homes where classification of population has not yet become effective, he must deal with mental defectives, insane, crippled, diseased as well as with the normal dependent. As he is usually understaffed, this means an absorbing amount of time given to fundamental care, with little time left to study recreational and social needs. (3) Mental and physical condition of the inhabitants make it difficult to find a common denominator in recreation.

Yet, in spite of these handicaps, county home superintendents have devised recreation programs, or at least ways in which the monotony of life can be relieved. Some of these ways are reported as follows:

Flower gardens and shady spots where inmates may enjoy quiet and restful visiting. Books, magazines, and newspapers supplied by friends and city libraries.

Radio, with loud speaker in each sitting room. Victrola. Home orchestra.

Dominoes, checkers, horseshoes, cards, baseball, billiard tables, croquet, chess, football.

Visits from relatives and friends. Trips to the city, either alone or with friends. Occasional auto rides. Fishing trips with picnic dinner. Trips to county fair, circus, carnival. "Give each a little money to spend. That one little thing pleases them more than anything else we could do for them."

A county picnic at the home. Moving pictures in the home. W.C.T.U. meeting once a year at the home; picnic dinner, followed by a good program and fruit and candy for each.

Christmas: Santa Claus, varied programs, treats, an individual gift for each: "The next few days were spent in settling the fusses that arose over 'swapping'." Christmas tree. Many organizations in the county, church, fraternal, musical, give programs and bring treats.

Entertainment on the lawn when weather permits. Programs by scouts, grange, welfare clubs.

Church programs: some have these once a month, some once a week or oftener. One minister may come regularly under contract, or a different one each time. The dominant note should be friendly sympathy, and, if the minister will bring his singers and his congregation, the program will be greatly enjoyed.

The recreational program, states Professor Clark, must have as a background plenty of good food, comfortable surroundings, constant attention to sanitary conditions, an atmosphere of kindliness and firmness, interesting work. A feature of one of the larger homes is an occupational therapy room or toy shop. Under the supervision of a trained worker, the crippled, disabled and blind weave rugs, make knitted caps and toys of all kinds. A small percentage of the profits realized on the sale of such products is turned over to the worker. Keep the inmates contented and satisfied; keep them looking forward to something—they dwell on the events in anticipation; keep them busy; keep their minds occupied, so they may have as little time as possible to brood over their troubles and afflictions, actual or fancied; individualize wherever possible, so that each may feel he is an individual and not simply a number or a unit. No home is too small to have a recreational program—the items to be included will vary with the size of the home, the interest of the community, and the ingenuity and good will of the superintendent.

One could not but be impressed, concludes Professor Clark, by the almost pathetic eagerness on the part of the administrative officers of the homes for suggestions on this phase of their problem.

The National Recreation Association, under the direction of Erna D. Bunke, has for the past year been studying recreation in welfare institutions. Miss Bunke has helped formulate programs in many institutions and has organized recreation training classes in many cities where staff workers in institutions may learn how to devise and carry out their own recreation programs. The National Recreation Association is at 315 Fourth Avenue, New York.

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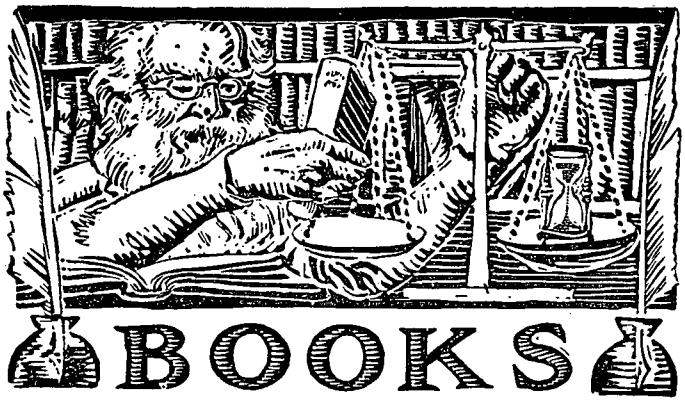

Education for Philanthropy

INTELLIGENT PHILANTHROPY, *edited by Ellsworth Faris, Ferris Laune and Arthur J. Todd. Univ. of Chicago Press. 316 pp. Price $4 postpaid of The Survey.*

LAST year the Wieboldt Foundation sought advice from twelve highly competent persons on the fundamental principles involved in charity. The results appear in this substantial volume. One consultant, Professor A. J. Todd, opened the symposium by posing an astounding array of questions and another, Professor Ellsworth Faris, summarized the advice and suggestions which the ten professors in between had offered. These ten were Lynn Thorndike on the historical background of philanthropy; Mordecai M. Kaplan on Jewish philanthropy, traditional and modern; William J. Kerby on the Catholic standpoint in charity; Shailer Mathews on the Protestant churches and philanthropy; George H. Mead on the ethics of philanthropy; Ernst Freund on its legal aspects; Jessica B. Peixotto on charitable endeavor from the economic point of view; Edward A. Ross on philanthropy from that of the sociologist; Stuart A. Queen on backgrounds of social work; and H. S. Jennings on the biological aspects of charity.

Apparently, each of the contributors found his assignment thoroughly congenial, attacked his problems with zest, and carried his thinking through with a real love of his material. Each paper gives the impression of being the cream skimmed from years of thought and study. Here is one of those books which, having drawn on the whole culture of our time to illuminate an important subject, can add materially to the thought content of anyone. When a medievalist traces for us the historical backgrounds of modern non-sectarian altruism, and when a distinguished biologist points out that inherited differences can never be accurately known until opportunity is equalized, one can only say—that is service! Laymen and the profession of social work should alike be grateful for this authoritative examination of the relation of philanthropy to the social and biological sciences and to religious thought.

Intelligent Philanthropy ought to be on all of those reading lists which aim to give young people, both in and out of college, some knowledge of the culture of their time. The intelligence with which philanthropy is administered is one of those touchstones of the quality of a civilization. NEVA R. DEARDORFF

The Welfare Council of New York City

Economics of the World

EUROPE: THE WORLD'S BANKER, 1870-1914, *by Herbert Feis. Yale Univ. Press. 469 pp. Price $5.00 postpaid of The Survey.*
THE WORLD'S ECONOMIC DILEMMA, *by Ernest Minor Patterson. McGraw-Hill. 317 pp. Price $3.50 postpaid of The Survey.*

IN these days of easy talk on ways to lead the world out of depression, thinking men find it refreshing when from the depths of economic research some authority presents the stark truth that here or there is a subtle force working against progress. It tells him where the enemy lies. If he knows well his weapons, the economist can proceed with the battle. Without in the least seeming to do so, these two books challenge the leaders of this country to face with understanding some unfavorable facts in connection with our new world position.

In Europe: The World's Banker 1870-1914, Herbert Feis shows for the first time in any comprehensive book on the subject, how European private capital seeking investment before the War was directed, through influences not always seen, to foreign channels calculated to benefit the home government, home industry, home policies. It is a startling challenge to a new nation that is just beginning its rôle as a world lender. Only by reading the scores of concrete illustrations from British and French and German history can an American appreciate the responsibility that is now ours. What will be the policy of our bankers in sending American dollars abroad? Will we follow the example of England or of France?

Mr. Feis's readable book delves into the financial rivalries that brought on the War, with a scholar's ambition only to uncover the facts, but by implication he sweeps you to the conclusion that the future of the world, economically and politically, now very much depends on the policy followed by the United States in sending its dollars to foreign lands in years to come.

ESSENTIALLY what Ernest Minor Patterson's The World's Economic Dilemma says is that each nation now depends economically on others but in the effort to progress finds it must pull down its neighbors. As Dr. Patterson says:

> Complete cooperation in carrying on business seems, at first thought, both desirable and necessary. Yet numerous obstacles exist due to an organization under which limited areas of the earth's surface are separately organized for political purposes. Each of these states must perform many economic functions that place it in opposition to other states similarly organized. The free movement of people and of goods so necessary to economic welfare is thus checked and a dilemma is created from which it is not easy to extricate ourselves.

Profound as are the questions raised in this plain-spoken book, Dr. Patterson does not admit that the dilemma is entirely a hopeless one. He himself suggests that the approach to its solution lies in: (1), the gain through commercial treaties; (2) a form of international cooperation through the trust or cartel; (3) development of the International Chamber of Commerce; and (4) aid to the League of Nations.

New York Evening Post PAUL WILLARD GARRETT

"The Spirit That Gives Life"

DOCTOR AND PATIENT, *by Francis W. Peabody. Macmillan. 95 pp. Price $1.50 postpaid of The Survey.*

"INTELLECTUAL and emotional sanity and integrity, from which wisdom, kindness, and courtesy are derived, were the natural endowments which brought him distinction." Such is the appraisal of the author by his colleague Hans Zinsser, himself a critical essayist on medical education as well as eminent in his chosen fields of bacteriology and sanitation.

In addition to contributions to the science and art of medicine in laboratory, field, clinic, hospital, and army, Francis Peabody left as a precious heritage to his contemporaries, the burden-bearers of American medical education today, this quartet of almost conversational philosophies of the most discussed personal relationship of today's social order. One would not wish the themes more elaborately presented. In their honest directness in facing issues, declaring causes and reasons, they satisfy all reasonable desire to understand.

The Public and the General Practitioner; the Care of the Patient; the Physician and the Laboratory; the Soul of the Clinic; each a lesson in clarity of relationship, in sincerity of purpose, in distinction between the urge to add to the facts

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of science and the higher privilege to serve fellow man. Personal responsibility inseparable from the technique of diagnosis and treatment, the inescapable values of continuity of management of the patient by a physician of the family, the certain duty of the laity in valuing medical care at its true worth; these and other permanent principles disclose ideals which will not be displaced by the howl for cheapness and efficiency. "It is necessary for the public to understand that the qualifications for general practice are at least as high as those which are requisite for specialism." And again he points out that it is better clinicians, not better technicians, that are needed in the practice of medicine. "What we want is less of the system and law that kills, and more of the spirit that gives life."

HAVEN EMERSON, M.D.

The Want-Satisfying Machine

OUR WANTS AND HOW THEY ARE SATISFIED, *by Mollie Ray Carroll. National League of Women Voters. 72 pp. Price $1.00 postpaid of The Survey.*

TO compress into a slender volume of fifty pages a description of our economic system, is to attempt the impossible; one should not, for that reason, be too critical of the result. In the introduction Professor Carroll states her intention to present not only a description of the system, but certain tests of its efficiency.

> What test shall we apply to this want-satisfying machine of ours? The fundamental test must be: What is its purpose, and how well does it fulfill its purpose? In other words, what wants *should* it satisfy, and what wants *does* it satisfy?

In discussing the question of standard of living—the "wants that should be satisfied," the time spent on methodology of budgets and index numbers, seems out of proportion; and the omission of actual budget figures, serious. It is valuable for adult discussion groups, for whom the book is evidently prepared, to understand the difficulties encountered in determining standards of living, but it would appear equally important for them to be acquainted with some results of the painstaking studies made in that field.

The chapter on "income to satisfy wants," discussing the second of these questions, is likewise disappointing. The historic wage theories are clearly presented, but data about wages are omitted. How is it possible to begin to discuss the degree of efficiency of our "want-satisfying machine" without looking at the facts about wages? And how can one consider the adequacy of income without giving more than incidental attention to irregular employment and unemployment?

The originality of terminology, clarity, and readable style are to be commended. In the hands of resourceful leaders who can add necessary material which has been omitted, this book should prove useful, but in view of the high quality of her previous writing, it is regrettable that Dr. Carroll herself has not incorporated it in a single book which could stand alone.

ELIZABETH S. MAGEE

Consumers' League of Ohio, Cleveland

Economists Look at the South

THE INDUSTRIAL REVOLUTION IN THE SOUTH, *by Broadus and George S. Mitchell. Johns Hopkins Press. 298 pp. Price $2.75 postpaid of The Survey.*

FOR the past eighteen months many things have been coming out of the South—strikes, violence, kidnapping, murders, trials. And a great migration of reporters, observers, and reformers have rushed down to look and to write.

For almost a decade before the South became the vogue, essays by two Southerners, Broadus and George S. Mitchell, were appearing in many periodicals. This book is a collection of these writings, dealing with the great economic changes which have taken place in the South since the Civil War, their social implications, and the past as an explanation of the present. The material is arranged topically rather than chronologically, and the original articles have appeared over a period of almost ten years and have been revised very little, so there is considerable repetition, particularly in the first section setting forth the problem of the industrial changes—the second deals with recent labor unrest. These parts, which compose about two thirds of the whole, are perhaps the most interesting. The last section discusses child labor, welfare work, and some observations on the old South and the new.

Throughout, the point of view is that of the economist. The approach is "historical" but not entangled with apologetics. There is understanding and sometimes a touch of gentleness in the interpretation, but uppermost is the economist's debunking of the sentimentalism advanced by Southern advocates of the divine right of capitalist exploitation. Although the coming of industries in the South is hailed as a blessing since it gives an economic balance to the section, the author of Fleshpots in the South says of the Chamber of Commerce advertisements of the poor whites who have come to the mills to work, "The workers are being offered on the auction block pretty much as their black predecessors were, and their qualities are enlarged upon with the same salesman's gusto."

In the section dealing with labor unrest, the authors point out the task of the trade unions which have undertaken to organize Southern workers. Two "complexes" must be eradicated, the inferiority of the operative and the superiority of the operator. An almost impossible task, yet in the last analysis the Mitchells are optimistic. Contrasting the life and opportunities of the tenant farmer with that in the mill village, even welfare work itself contributing to the final result, they say: "A people who had no part in the life of the section are being brought back into its work and its councils and, being the producers, they will some day control its destinies."

That same critical faculty which the authors consider so necessary if the South is to achieve any desirable standard, is admirably illustrated by the temper and method of this book. Any person wishing to understand the events and the possibilities of the South, the past and the present, should not miss this scholarly, critical analysis.

LOIS MACDONALD

New York University

Beginning Life

THE FIRST YEAR OF LIFE, *by Charlotte Bühler. John Day. 281 pp. Price $3.50 postpaid of The Survey.*
THE CHILD'S CONCEPTION OF PHYSICAL CAUSALITY, *by Jean Piaget. 305 pp. Price $4.00 postpaid of The Survey.*

THE First Year of Life, by Charlotte Bühler, is an intensely interesting and important contribution to the psychology of infancy. The method employed was that of uninterrupted systematic observation of one and the same child under those conditions which were normal in his everyday life. Basing her results on such observations of sixty-nine babies, she has presented developmental schedules of practical importance to both the psychologist and her interested lay readers. Most fortunate is her emphasis on everyday performance as contrasted with the purely "test" situation. Moreover, her continuous observations of the entire day and night routine is almost unique in the field. Her results could probably claim more scientific adequacy had her observational method included the "controlled observer" technique, but from any standpoint, her material commands great respect.

Less fortunate, however, is her presentation in the final chapters, of Tests for the First Year of Life.

Stimulated to a great extent by Gesell, Dr. Bühler has broken away from the concept that the important point is not that the test measures anything a child could do if need be, but that it measures just exactly that which is characteristic of and distinguishes one stage of development and maturation

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from another. Not restricting her interest to the child's intelligence, rather has his personality as a whole been considered. Current thinking in the field would corroborate this point of view. However, although one hesitated to suggest in commenting on her intensive study of the sixty-nine children, since the material was so rich in itself, that the possible selectiveness and paucity of cases invalidated her results from the standpoint of normative value, these factors must be considered in evaluating "tests" as such. No adequate background is provided for evaluating the selectiveness of her group in social and economic terms. Moreover, the monthly norms are established on thirty cases at each level. This number is obviously inadequate as the basis of statistically sound normative procedure. The results, therefore, can only be considered most tentative and subject to qualification and revision. Establishment of reliability is indicated on the basis of twenty-five retests. Regardless of results, this does not warrant her conclusion: "With these figures we have proved that the test prognoses are reliable as concerns the near future of the child." As an exploratory study, presenting a valuable point of view, Dr. Bühler's research is to be welcomed. But violent protest should be voiced lest another battery of inadequately standardized tests be accepted with any implication of true measurement.

LESS easy to evaluate is Jean Piaget's The Child's Conception of Physical Causality. Its contribution is philosophical and theoretical. However, this is not pure arm-chair psychologising, for the study is based on actual observations of young children. Questions were asked, and simple experiments performed, to elicit childish responses to the "why" of physical phenomena, such as wind, water, force, bicycles, steam-engines, and so on. Through each of the various studies the author traces stages of development (located at corresponding chronological age levels), from a magical and animistic cause in the first stage through artificialism to physical and finally to mechanical causation. The author quotes generously from his source material itself intrinsically interesting and suggestive.

The study will probably be accepted according to the psychological and philosophical bias of the reader. It cannot be evaluated from a strictly experimental point of view. Perhaps in this day of emphasis on the purely objective and measureable, such studies are peculiarly important lest our own "whys" become too limited and narrowly circumscribed.

New York University JANET FOWLER NELSON

The Public's Stake in Business

THE PUBLIC CONTROL OF BUSINESS, *by Dexter Merriam Keezer and Stacy May. Harpers. 267 pp. Price $3.00 postpaid of The Survey.*

ONE need not agree with the particular bias of the authors, as shown by a racy choice of adverbs and adjectives, in order to praise this 250-page volume. The subtitle is A Study of Anti-Trust Law Enforcement, Public Regulation and Government Participation in Business. Here we find the hodge-podge of action and inaction, of moves and stalemates which have characterized our dealings with some of the foremost economic and legal questions of our time.

The authors hold that we have swung from trust-busting to busting the anti-trust laws, from regulation of performance to regulation of form. The discussion of the way in which a business becomes "affected with a public interest" is particularly graphic, reaching a climax with Justice Holmes's dictum that "the notion that a business is clothed with a public interest and has been devoted to the public use is little more than a fiction intended to beautify what is disagreeable to the sufferers. The truth seems to me to be that, subject to compensation when compensation is due, the legislature may forbid or restrict any business when it has a sufficient force of public opinion behind it."

Regulation of railroads, banks, and boards of trade is sketched, the shifting basis of valuation is explored and the problem of federal and state jurisdiction is looked into. Where the reviewer feels that the authors are least effective is in the chapter on possible steps toward effective control. Yet a real service has been rendered by them in so ably presenting this tangled problem.

EDWARD EYRE HUNT
U. S. Department of Commerce

For Social Study

GROUP LIFE AND SOCIAL PROBLEMS, *by Ernest H. Shideler. Henry Holt. 467 pp. Price $1.68 postpaid of The Survey.*
READINGS IN SOCIOLOGY, *by Wilson D. Wallis and Malcolm M. Willey. Alfred Knopf. 639 pp. Price $4.50 postpaid of The Survey.*

BOTH of these volumes are text-books. Shideler has written especially for highschool students. He deals with the elementary principles of group and community life, contrasting the rural and urban community and examining the problems of each. It is an excellent orientation text, simply written, well illustrated, and yet fundamental.

The Wallis and Willey text was written to accompany an earlier text in sociology written by Wallis, but it can be used independently. Since both writers lean in their interests toward anthropology, the book is what we would expect, a cultural approach to sociology. The materials are well selected and within the range of student understanding, which is not true of most books of readings.

NELS ANDERSON
Seth Low Junior College

Autopsychology

THE PSYCHOLOGY OF ACHIEVEMENT, *by Walter B. Pitkin. Simon and Schuster. 479 pp. Price $3.00 postpaid of The Survey.*
THE ENLARGEMENT OF PERSONALITY, *by J. H. Denison. Scribners. 340 pp. Price $3.00 postpaid of The Survey.*

PSYCHOLOGY with its present position of primary importance penetrates every field of human effort. Popularizing psychology itself becomes more and more popular.

Walter B. Pitkin, primarily a journalist, has written with journalistic capability almost five hundred pages upon a theme which could have been presented adequately in a much shorter volume. Utilizing a quasi case-history technic, he describes the rise and fall of men and women mentioned by name or pseudonym, giving details of their lives in such a manner as to lead the reader to believe that he achieves some understanding as to how and why they did it. Laying aside the problems of training and the study of opportunities he devotes himself to the patterns involved in achievement which he defines as distinguished successful endeavor, usually in the face of difficulties.

In connection with human organization he describes Henry Middleton, the average man, and presents a circular graph indicating his mediocrity in fifty different traits in which the reader can rate himself. But even after the graph has been drawn correctly to satisfy self-judgment, Pitkin's formula for the successful outcome of high endeavor is, "That it depends upon the man and the chance." Admittedly the psychologist knows little about man; and chance, were it known, would lose its identity. All man's potentials, his energies, his emotional balance and adaptations enter into his achievements. While achievement depends upon personality, personality also depends upon the job.

The book is enjoyable reading but who is helped by its suggestions? Surely not one who actually possesses well defined ambitions, abundant energy, sustained interests, emotional balance, intelligence, and perseverance. Such elements make the man who can recognize and capitalize his chance.

Denison writes interestingly of another formula. His theory of personality enlargement is based upon the idea that one's concept of self, whether real or imagined, determines what he is to be. As he remarks, "Our illusions are more

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real than reality." He suggests the means by which others may gain the illusion of greater happiness, wider interest, and increased personal power.

The self of each man is more of an individual matter, dependent on his choice, on the training he undertakes, the companions he selects, and is not something that is stamped in irrevocably at birth. It is also true within limits that the behavior and happiness of man is modified by the concept he has of himself. He stresses the value of religion for altering the concepts of self and of right and wrong. He makes the very obvious distinctions between the external type of conformity and behavior and the internal free thought and emotion which so often are in disharmony with the outward activity. Perhaps his criticisms of our modes of training are warranted, but he admits them to be less significant than the action of groups, the pressures of traditions, and the cultural modes of activity. Mr. Denison, drawing much of his material from folklore and social customs, from Fiji Islanders, Japanese, Samoans, Egyptians, Hindus, and Hebrews, shows that man's opinion of himself bears the impress of the past with all its traditions, prejudices, and mores. He sees a social significance in man's personality reaching back into custom and racial practice. These social influences enter into the growth of the self whose enlargement depends upon a self-understanding that permits one's own opinions of self to motivate life and to bring about its maximum contentments, satisfactions, and achievements.

New York City IRA S. WILE, M.D.

The Healthy-Minded Child

THE HEALTHY-MINDED CHILD, *assembled contributions, edited by Nelson Antrim Crawford and Karl A. Menninger. Coward-McCann. 198 pp. Price $1.75 postpaid of The Survey.*

IF there were no other book in this field, the editors might be praised for their contribution. There is, however, such a surfeit of texts on child problems, that a repetition of already accepted principles must needs be most exceptional to be acclaimed. The Healthy-Minded Child misses this degree of perfection. It is too brief to be complete, too much generalized to be helpful, too academic in viewpoint to be easily assimilated by the parent seeking help. FLORENCE MATEER

Ohio State University

The Middle Road in Economics

THE HISTORY OF ECONOMICS, *by Othmar Spann; translated by E. and C. Paul. Norton. 328 pp. Price $3.50 postpaid of The Survey.*

BOTH Dr. Spann and this book—which appeared in its original form before the war—have been well known on the continent of Europe for many years. But the type of thought here represented is likely to be almost startlingly new to the majority of English-speaking students; and the most useful service a reviewer can render in brief is to give them some notion of what to expect.

The title of the book is misleading: the British edition is much better named, Types of Economic Theory. For the work as a whole, despite its historical scheme and detailed criticism, is essentially a study in the contrast between two fundamentally opposed conceptions of society. As is well known, the destructive atomism of French revolutionary thought never really took root in Germany. It ran counter to Teutonic tradition and psychology, and the laissez-faire theory that grew out of it had from the start the most powerful minds ranked against it. It is with the history of this conflict as developed in economic theory that Dr. Spann is concerned; and he is wholeheartedly pledged to one side.

The book begins with a decisive rejection of three main postulates: the self-determining individual, the concept of society as an aggregate, and the notion of natural law. Opposed to them is the organic theory springing from the German romantics. "It can no longer be denied that the names of Adam Müller, Fichte, Baader, Baron von Stein, List, Thünen, Roscher, Hildebrand, Knies, Bernhardi, Schmoller—and even those of Carlyle, Ruskin, and Carey—form, as it were, a single line of descent; and that they incarnate a universalist-organic and idealist doctrine contrasting with the atomist-individualist and materialist doctrine of Smith, Ricardo, Say, Rau, Menger, and Jevons." The valuations that spring from this position may be sufficiently guessed at. They provide a salutary shock for anyone brought up in the "classical" school; but they rest on philosophic ground which becomes the more important as the breakdown of individualism becomes undeniable.

Some of Dr. Spann's observations are exceedingly suggestive:

> When men guarantee one another nothing more than security, economic injuries are sustained owing to the unsatisfactory position of the property-less members of society, while spiritual and moral damage ensues in consequence of the background development of community life in its various forms. . . . Where the malady of individualist economics prevails, there also shall we find the suppurative inflammation of Marxism; and both of them are diseases of the soul.

Dr. Spann's position lies midway between two deadly perils: economic nationalism and individualist anarchy. Nor does he sufficiently indicate how the former is to be avoided. But to those mainly concerned about the latter, his book is perhaps the most significant contribution in several years. The work of the Pauls as translators is, as usual, excellent.

Smith College WILLIAM ORTON

RUN OF THE SHELVES

A DESCRIPTIVE LIST OF THE NEW BOOKS

THE COMING RELIGION, *by Nathaniel Schmidt. Macmillan. 262 pp. Price $2.25 postpaid of The Survey.*

A FORECAST derived from a long and careful look backward. Future trends toward brotherhood, high ethics, liberality, syncretism, are deduced from the religious paths over which we have traveled thus far.

LEADERS IN SOCIAL ADVENTURE, *Bulletin 192 of the Russell Sage Foundation Library. Price $.20 postpaid of Russell Sage Foundation, 130 E. 22 St., New York City.*

A BIBLIOGRAPHY of the personal history of social work, listing selected biographies of the great leaders in the field. It should be a useful guide for those to whom social history must come alive through personalities and not through theories.

LEARN OR PERISH, *by Dorothy Canfield Fisher. Horace Liveright. 43 pp. Price $1.00 postpaid of The Survey.*

AN APPEAL to professional educators to refurbish their mentalities and wash the windows of their minds from time to time, to prevent education from mouldering beneath a dust of formalized methods.

TOBACCO, *by Walter L. Mendenhall. Harvard University Press. 69 pp. Price $1.00 postpaid of The Survey.*

ONE OF the series of Harvard Health Talks; it covers the physiological effects, chemical constituents, and so forth, of tobacco.

READINGS IN SOCIOLOGY, *by Wildon D. Wallis and Malcolm M. Willey. Knopf. 639 pp. Price $3.50 postpaid of The Survey.*

SELECTIONS limited to recent descriptions and interpretations which can be used either independently or in connection with another text in sociology.

INFANT NUTRITION, *A Textbook on Infant Feeding for Students and Practitioners of Medicine, by W. McKim Marriott. C. V. Mosby. 375 pp. Price $5.50 postpaid of The Survey.*

SCHOOL HEALTH PROGRESS, *As Recorded June 17-22, 1929, Sayville, Long Island. American Child Health Association. 343 pp. Price $1.25 postpaid of The Survey.*

TEACHING VALUES IN NEW-TYPE HISTORY TESTS, *by Elene Mitchell. World Book Company. 170 pp. Price $1.80 postpaid of The Survey.*

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COMMUNICATIONS

Referred to the A.A.S.W.

To the Editor: The following answer appeared in a paper during our mid-term examination in advanced biology. I thought you might care to print it!

"Question: Suggest a eugenic measure that might successfully be adopted by the state."

"Answer: Segregate all the unfit in institutions and train them to become social workers." Estella R. Steiner

Sunnyside Gardens, L. I., N. Y.

The Lounsbury Will

To the Editor: A few years ago there appeared a document known as The Will of Charles Lounsbury or the Will of a Mad-man—a gracefully written bequeathing of the experiences and things of this world to various groups of human beings qualified to receive them. As a matter of fact it was not written by a mentally diseased person at all and is a remarkable example of the growth of a legend. As such I am anxious to make a study of its origin and spread and I am asking your cooperation in securing from your subscribers any examples of its reprinting in various parts of the world. With Dean J. H. Wigmore of Northwestern University I have already collected a dozen or more variant forms and expect to find many equally interesting examples elsewhere.

Professor of Sociology, Thomas D. Eliot
Northwestern University

Unemployment

To the Editor: Reasonably steady work is an obligation and responsibility that belongs to industry. It is no more right and fair for the burden of irregular work to fall on the individual than it was for each workman to run the risk of accident.

If this involves an extra cost, the public will cheerfully bear it in the prices of commodities. If it requires trade agreements as to changes in styles, models, prices, territory and output which are illegal now, the anti-trust laws should be changed. If it means more storage of products in slack times, that should be arranged. If it means workmen must sometimes accept payment in stock, that could be done. If it means more planning ahead, surely America has the brain power to plan so every man can have eleven months work each year.

If it means paying men by the year, let us do it. If it means taking on side lines which are active in the slack time of our main business, they can be found. Or we might, like Ford, locate industries in farm communities so that the men can crop their land by having a leave of absence at the right season. Every man could have two trades if necessary to keep him occupied.

Perhaps the most important remedy, because capable of infinite expansion, is the development of new comforts and conveniences for the vast population of the world. Television for one, is coming and will soon be a tremendous industry. Every community has unsightly spots which need beautifying. River and lake water-fronts, for instance, are coming to be appreciated as splendid assets, but they need to be landscaped and provided with roadways and pavilions.

At this very moment when we are crying "overproduction," there are millions of Americans who lack the ordinary necessities of life; in fact every one of us can think of a long list of things we would like to have if we could. This simple fact is ample proof that overproduction is not the main cause of our troubles, but rather, poor planning on our part.

All the wealth of the world is the result of some sort of *labor!* No mineral, vegetable or animal has any value until it has been found, prepared, carried to market, advertised and delivered to the ultimate consumer. Therefore, to allow millions of skilled and willing hands to be idle, month after month, is the most stupendous folly. It is a loss to the workman and his family in wages, to the manufacturer who might make a profit, and to the great public who have less of goods as a result.

Pontiac, Mich. L. H. Hart

Housing Standards

To the Editor: A housing code recommended for use by municipalities of the State of New York has recently been prepared and distributed by a committee representing the New York State Conference of Mayors and other municipal officials, the New York State Department of Health, and the State Housing Board. Darwin R. James, chairman of the Housing Board, is chairman of this committee. According to the committee, this ordinance has been prepared "in response to requests received from time to time from municipalities of the state for recommendation of provisions suitable for adoption either as a separate ordinance or as a part of an existing ordinance, relating to and governing the construction of buildings for residential purposes."

In the opinion of the writer, a law sent out as a sample, or model, is expected to recognize accepted standards. It should aim to raise the standards followed in common practice, or it should not be sent out at all. This code however recognizes no standards and it suggests minimum requirements so low that, if it were to be followed, it were better it had never been distributed.

Light and ventilation are among the most important features in a housing code. We will confine our attention to these features. Under this suggested code no room may be less than six feet wide, nor may it contain less than sixty square feet of floor area. But no room need be larger than this—so far as the code is concerned. Few jerry-builders ever build rooms so small. This is an invitation to do worse than usual.

Every room must have a window not less in area than one-tenth of the floor area of the room. A room of sixty square feet would have a window two by three feet in size. Were one to double the size of the room the window would be three by four feet. This latter room might, under the code, be six feet wide and twenty feet deep. On the first floor, with an eight-story building across a fifteen-foot yard, this room would be infinitely less well lighted than the first twenty feet of a drift mine in the bituminous coal regions.

The code requires 600 cubic feet of space for each adult sleeping in a room. Under this code a building of a hundred rooms, or any number of rooms, may be built so that no adult may sleep in it anywhere. For children less space is required, by the code. Perhaps it should be called A Child's Housing Code!

Under the code an eight-story house may be built on a twenty-five foot street. But it must have a backyard of fifteen feet in depth. It must also have an inner court with minimum

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dimensions of twenty-five by thirty-seven and one half feet. Suppose one has a lot sixty by one hundred feet, fronting on a twenty-five foot street. He is in luck. He can build a house with twenty or more rooms on each floor, eight stories high. It will be lighted (?) and ventilated (?) by the street, by the court, and by the fifteen-foot rear yard. The yard may have a little help from the backyard of the building in the rear, if it doesn't happen to be on a lot fifty-five feet deep. If it is fifty-five feet deep, or less, it needs no backyard at all, by the code.

In this particular instance there is a coverage of almost 70 per cent. This alone shows the futility of zoning laws, or any laws, that permit a 70 per cent coverage.

This code will probably lead to a new pattern in the city plan. A canny man—there are such, can lay out streets twenty-five feet wide, one hundred fifty-five feet apart, and cover over 70 per cent of each block with eight-story buildings. There would be no point in placing the streets further apart for the extra space would have to be wasted in a deeper backyard.

For dwellings, all open spaces should be in relation to height. The average angle of sunlight in this latitude is approximately 45 degrees. Therefore streets, yards and courts should be at least as wide as the building is high (two backyards, if any, may count as one in this figuring). These facts are basic in the writing of any housing code. If the cities of New York are to follow this code New York, at least, will verify the saying of Edmund Vance Cooke:

For we are of the nation which has let it come to pass
That children grow where even God won't trust a patch of grass.

There isn't a city in New York State where such a code is justifiable. It is much worse than the present New York City laws, which have had too much vogue in too many places elsewhere. A city built entirely according to this code would from the start be a glorified slum. No place can afford to descend to such low standards. There is no reason for sending out a set of provisions lower than people of common sense and common decency would adopt. EDWARD T. HARTMAN

Division of Housing and Town Planning,
Massachusetts Department of Public Welfare

The Appeal to Authority

TO THE EDITOR: It seems a pity that what might have been an interesting debate—that in your issue of November 15 between Father Hopkins and Professor Hart—lost its way in a fog of confusion over words. Father Hopkins tried to use the vocabulary of the world—not, as it happened, The Survey world. Professor Hart tried with greater success to use the vocabulary of the church, and as a result scored rather neatly. But the victory is chiefly if not wholly verbal; for I at least cannot believe that Father Hopkins does not accept the principle that sins, not sinners, are to be hated, and that "sympathy, interest, and ready counsel" are proper means to use in converting the sinner and assisting the penitent.

The real issue he sought to raise was evidently whether the "sex offender" (Professor Hart's own term in his letter) can be regarded as legitimately "exploring" or "experimenting" (terms in Professor Hart's article which have certainly a connotation of legitimacy, though he gives abundant grounds for deprecating the type of experimentation discussed).

One's approach to that issue will certainly be modified by the degree and kind of finality which one attributes to inherited moral standards; but Father Hopkins and Professor Hart do, in the end, come out at much the same place, and I cannot agree with the latter that their "method of reaching it is totally different." Professor Hart appeals to a personal experience of "twenty years or so." Father Hopkins appeals to a corporate experience of twenty centuries or so. In each case the appeal is to authority—not as opposed to experimentation, but as its result. So I feel that if we penetrate verbal misunderstanding to the merits of the question, we are indebted to Father Hopkins for a fortunate clarification of Professor Hart's position, which, if not a bold one, is at least more "authoritative" than he himself realizes. C. I. CLAFLIN

Buffalo, N. Y.

Page Dorothy Dix

TO THE EDITOR: To tell the truth, the recent series of articles in The Survey magazine discussing the problem of husbandless social workers makes me tired. It lacks purpose. It does not amuse, nor does it contribute anything to our professional knowledge. It makes social workers in general appear to be conceited prigs, who thumb their noses at mankind in general and lament the fact that there aren't any superior men. Looks like a bad case of sour grapes.

Social workers now strive to be classed as professionals. And our leading social work publication takes up the cry of the old maid who has been passed over in the choosing for the spelling-bee and advises her how to "get her man." As a compromise, it suggests that she might as well go on and marry the real-he-man who has been begging for her favors; perhaps it will be nice to have a lap-dog or a domestic cat about the house. He wouldn't bother her much and she could go on with her intellectual pursuits while he stayed at home and washed the dishes. Well, she needn't expect a real man to be subservient even though he married a social worker! Judging from the average social worker, I think she would be extremely lucky to get any kind of a man. And unless she changed her usual tactics he would be glad to doze off in front of the fire evenings, while she monologued about her work.

What in the meantime has become of the man with personality, physique, and brains? He is passed lightly over; at twenty he was shunned by the girl who wanted to "do something for humanity" and was going to be a social worker. He was interested in business—in doing something for himself—in making money. And he married the sweet girl who knew that he had fine qualities though he was a business man, who realized that he would be a wonderful father for their children, who loved him. She was not calculating and cold as the most recent Survey article would picture her. Women are not like that on the whole. They marry the men they want, if they find their love returned, and together the young couple starts out with high hopes for the future. If he succeeds, then it is their mutual success and happiness.

In the meantime those women who have sought to make martyrs of themselves on account of their profession should not complain. No one profession should set you apart from life. After all, social work is no more uplifting than medicine, teaching, law or literature. Why let our particular bias color all our relations to those about us?

Wouldn't it be a bit more dignified if we would write our sorrows personally to Dorothy Dix and others who give advice to the love-lorn? Common sense might help.

Raleigh, N. C. KATHLEEN BERNARD

Dad Rosseel Says

TO THE EDITOR: If it is 'lowable fer folks that live way back in the tall sticks to tell how things looks thro their spy glasses I'd like to speak. What we see frum here is great clouds of thick dust evidently kicked up by panic stricken men who are runnin wildly this way an that.

Lym Fergus was to New York (*Continued on page* 464)

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GOSSIP: of People and Things

No Place for Old Dobbin

RADBURN, N. J., model community built by the City Housing Corporation of New York, calls itself A Town for the Motor Age. The slogan is to be taken literally; at least so believes a Radburn storekeeper.

"No, Madam," he informed a customer, "we certainly do not carry horse radish. This is a town for the motor age."

N. O. P. H. N. Institutes

SPECIAL field services of the National Organization for Public Health Nursing have been made available during recent months to a greater extent than ever before. A series of institutes on tuberculosis and public-health nursing, conducted by Violet Hodgson with the cooperation of the National Tuberculosis Association, has been held in Missouri, Illinois, and Minnesota. Social hygiene institutes, planned jointly with the American Social Hygiene Association, have been conducted by Edna Moore, in Connecticut, Tennessee, North Carolina, Virginia, and West Virginia. An institute for board and committee members of local public health nursing organizations was held, under the direction of Evelyn Davis, at Providence, and additional institutes are being planned for the spring.

How New Jersey Works

THE New Jersey Conference of Social Work, which met recently in Elizabeth, is unusual in two ways. It is a functional organization the year around. While some state conferences meet once a year and supplement the annual meeting with regional conferences, the New Jersey Conference, under the executive direction of Maud Bryan Foote, puts its year-around energy into needed state-wide projects. For two years a committee of the conference, under Jessie P. Condit, has been studying adoptions and this year presented an adoption code which could be used as a model for many states. Another committee is that on social statistics, under Emil Frankel, research director of the State Department of Institutions and Agencies. There has also been an active State Publicity Council, under the chairmanship of Bent Taylor, of Orange.

The opening session of the conference in Elizabeth, instead of being stuffed with geetings from this and that, was given over to reports and discussions of the standing committees, plus a ten-minute presidential address by Mrs. Harriman N. Simmons and twenty minutes behind the scenes of the National Conference, as described by Howard R. Knight.

The other unusual feature of the conference was the inclusion, for the first time, of a luncheon meeting of the Birth Control League of New Jersey as an official kindred group of the conference with Professor Harry A. Overstreet as featured speaker. There was no protest at this official recognition of birth control; not even a protest from any of the victims when the local newspaper published a photograph of the conference officers under a caption which described them as leaders in the birth-control meeting. Indeed, a sixty-year old bachelor in the photograph found it rather amusing.

William J. Ellis, state commissioner of institutions and agencies, was elected president for 1931. Other officers are: vice-presidents, Mrs. William A. Barstow and Odessa Gibson; honorary vice-presidents, Mrs. G. W. B. Cushing, Rev. Deane Edwards, Bishop Wilson R. Stearley, Bishop Thomas J. Walsh; treasurer, Walter Kidde. Miss Foote continues as executive secretary.

Campaign Adventures

DO you know what a stance is? a stymie? a birdie? Then you would qualify as a contributor to the St. Louis Community Fund. For during the recent campaign, the Community Fund built a miniature golf course "right in the middle of the Boulevard downtown," reports Paul S. Bliss, publicity secretary. "The holes represented Community Fund services, the hazards, the hazards of life. Went great. The golf "pros" joined Community Fund leaders and the mayor in opening the course. Big crowds." After the campaign, Bliss, who is a colonel in the Organized Reserves, took a month's leave and attended the G-2 course at the Army War College in Washington.

In Harrisburg, Carter Taylor reports, the Welfare Federation organized during campaign week an old-fashioned treasure hunt for the school children. A boy would start out from campaign headquarters with certain clues: "Go to a street named after the Father of His Country, find a building named for a famous soldier, ask for a man whose name is like that of the author of Hiawatha." At the end of the mysterious search would be a citizen whose contribution had already been arranged for.

In New Brunswick, N. J., a dinner party was given for a horse. For nine years Old Doc Dobbin, a huge brown Percheron, had been producing antitoxin serum—enough to protect thirty thousand children from diphtheria. So they gave him a party. He stood at the head of the table, bedecked with garlands, and munched nine apples, one for each year of service, and a huge slab of birthday cake. Fifty laughing school children cried "Speech!" But Dobbin did not respond. He really was unaccustomed to public speaking.

Helping the Kiddies

HOW much for the "poor kiddies" and how much for the poor theater managers is there in the suggestion ballyhooed in an advertisement in the Motion Picture News:

IT WON'T BE LONG NOW

Before you realize it the holiday season will be right around the corner. So if you intend to sponsor one of those performances for the poor kiddies in your community you had better whip your plans into shape by definite actions and not dreams. Have you consulted with your local Chamber of Commerce? Have you talked it over with the Welfare Organizations? Has the Salvation Army promised their aid? Have you started talking about it? Come, come. Too much to be done in the way of preparations if yours is to be the outstanding happiness event in the town. Give the poor kiddies a "break" this year. Arrange a show that will keep 'em talking for months. Get the local dancing school to furnish the stage entertainment. How about free candy from the merchants? And maybe a toy for each kid? Have you selected your screen program yet? It won't be long now so don't be caught napping. *Spread a little sunshine!*

The saving grace of the advertisement is the recommendation that welfare organizations be consulted. If they are, maybe a substitute will be found for the stage entertainment to be furnished by the poor kiddies of the local dancing school.

J. Arthur Jeffers

AFTER thirteen years of outstanding service with the American Red Cross,

C. D. Batchelor in The New York Evening Post

Community Chest

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J. Arthur Jeffers, manager of the Pacific Area, died on December 1 in Washington, where he was attending a meeting of Red Cross officials. Mr. Jeffers was pastor of the First Congregational Church in Pueblo, Colorado, when the World War broke out. He helped organize the local Red Cross chapter and became its home-service secretary. He moved east in 1920 and became, successively, director of civilian relief in the Pennsylvania-Delaware Division, assstant manager of the Washington Division, assistant to the vice-chairman at national headquarters. He became manager of the Pacific Area in 1927 and since then has been one of the leaders in social work on the Pacific coast. R. E. Arne, assistant to Mr. Jeffers, has been appointed acting manager.

Chicago Social Workers

THE November landslide for the Democratic ticket in Cook County, Illinois, carried several well known social workers into important offices. Amelia Sears was elected county commissioner, leading the large majorities of four other women who were added to the County Board: Mary McEnerney, representing the women's trade unions, Mrs. Glenn E. Plumb, the civic group, and Mrs. Edward J. Fleming, the suburban interests. Miss Sears has resigned from the United States Charities to devote her full time to her public office, which includes supervision of the county's vast charitable and correctional work. Evelyn Nesbit succeeds her as assistant superintendent of the United Charities. John J. Sonsteby, long active in the membership of the National Conference of Social Work, was elected chief justice of the Municipal Court of Chicago by a majority of over sixteen thousand. He succeeds Judge Harry Olson, who has held the office for twenty-four years with distinction, being especially well known for introducing psychiatric service into criminal court procedure. The social, civic, and church groups interested in the branches of the Municipal Court dealing with delinquents, succeeded in rolling up a successfully large majority for Joseph L. Gill as clerk. Their support was conditioned upon his promise to appoint trained social workers to deal with boys in the Boys' Court, girls in the Morals' Court, and married couples in the Court of Domestic Relations.

Miscellaneous

A STANDING COMMITTEE ON ETHICS of the American Association of Social Workers has been appointed with the following personnel: Helen Hanchette, Cleveland, chairman; Dorothy Wysor, Los Angeles; Mrs. Kenneth F. Rich, Chicago; Chester Weaver, Boston; Helen Kempton, New York; Lulu Jean Elliott, Pittsburgh; Betsey Libbey, Philadelphia; John D. Kenderdine, New York.

KEEPING FIT is the topic selected for the third annual essay contest for junior and senior highschools, sponsored by the Gorgas Memorial Institute. The first prize is $500 plus a travel allowance to Washington of $250; second prize $250; third prize $100. Essays must not exceed 1500 words and must be submitted to the Institute not later than January 25, 1931.

THE GEORGIA, Alabama and Tennessee Conferences have decided to hold a joint meeting in Chattanooga in 1932. Arrangements are in the hands of a committee of three, consisting of one person from each of the three conferences.

AGNES D. RANDOLPH, founder of the Out-Patient Tuberculosis Service in Virginia, and nationally known in tuberculosis work, died in Richmond on December 4.

LUCY LAY, who has been publicity secretary of the National Conference of Social Work for two years, resigned January 1 to join the staff of the Ohio State Division of Charities.

PHOENIX, ARIZONA, is to have a social-service building, costing $45,000 and covering an entire city block, with a spacious patio in the center.

THREE FEDERAL probation officers have been appointed for Georgia. E. C. Hardison, who has been director of the Department of Public Welfare in Brunswick, is federal probation officer for the southern district; Richard A. Chappell, formerly probation officer for the entire state, is now in charge of the northern district with headquaters at Atlanta; Charles E. Roberts has been assigned the middle district, with headquarters at Macon.

RALPH BARROW, formerly secretary of the Connecticut Children's Aid Society, has taken with him to the secretaryship of the Church Home Society of Boston, his skill as a creator of interesting publicity. The first issue of the C. H. S. Courier is well written and well planned.

OUR ERROR. Helen Hart has been appointed research secretary of the National Federation of Day Nurseries, not assistant executive director as stated in the November Midmonthly.

ADMINISTRATOR'S GUIDE

ENGRAVING

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Bulletin Board

FRONTIER NURSING SERVICE: Mecca Hall, New York City; January 15, 1931. Executive secretary, Anne Winslow, 63 E. 57 St., New York.

CONFERENCE ON CAUSE AND CURE OF WAR: Hotel Washington, Washington, D. C.; January 19-22, 1931. Executive secretary, Edna B. Tuggey, 1116 Grand Central Terminal Bldg., New York.

ASSOCIATION OF AMERICAN COLLEGES: Claypool Hotel, Indianapolis; January 21-23, 1931. Executive secretary, R. L. Kelly, 111 Fifth Ave., New York.

AMERICAN SOCIAL HYGIENE ASSOCIATION: Hotel Pennsylvania, New York City; January 23-24, 1931. Executive secretary, Ray Everett, 370 Seventh Ave., New York.

MARYLAND STATE NURSES ASSOCIATION: Baltimore; January 27-29, 1931. Secretary, Sarah F. Martin, 1211 Cathedral St., Baltimore, Md.

CONNECTICUT STATE NURSES ASSOCIATION: Waterbury; February 4-6, 1931. Executive secretary, Margaret K. Stack, 175 Broad St., Hartford, Conn.

Personals

HENRIETTA ABLARD has been appointed school nurse, Lake Geneva, Wisconsin.

MRS. HAROLD ALEXANDER, formerly with the Associated Charities in Cleveland, has been appointed executive secretary, Marion (Ohio) Community Fund.

JANE ALEXANDER has been appointed case worker of the newly organized Family Welfare Society, Marion, Ohio.

LETHA ALLEN, formerly social-service director, St. Mark's Hospital, N. Y., has been appointed nursing-service director, Eastchester Neighborhood Association, Tuckahoe, N. Y.

SYLVIA NAGEL ALLPER, formerly with the Travelers Aid Society, Seattle, has been appointed visitor, Jewish Welfare Society, Seattle.

DR. VIOLA RUSSEL ANDERSON has been appointed secretary, District of Columbia Tuberculosis Association, succeeding Wallace Hatch.

HELEN BLOCH has been appointed district senior nurse, Cattaraugus County Health Department, Olean, N. Y. (Info. from J.V.S.)

ELLA LAYNE BROWN, formerly Red Cross special field representative, Eastern Kentucky, has been appointed executive secretary, Cincinnati chapter, American Red Cross.

W. M. BROWN has been appointed superintendent, Arkansas School for the Blind, succeeding Lucy Thornburgh, resigned.

JULIA BURLAW has been appointed tuberculosis clinic nurse, Social Service Department, Mt. Sinai Hospital, New York Cty. (Info. from J.V.S.)

RALPH H. CAMPBELL has been appointed executive secretary, Columbia Polytechnic Institute for the Blind, Washington, D. C.

A. IRENE M. CERTAINE formerly head social worker, Buffalo City Hospital, has been appointed hospital social worker, Niagara Falls, N. Y.

GRACE CLARK has been appointed staff nurse, Metropolitan Life Insurance Co., Rochester, N. Y. (Info, from J.V.S.)

DAISY B. CLARKE has been appointed case worker, Social service Bureau, Houston, Texas. (Info. from J.V.S.)

ROBERT COLANGELO, formerly personnel director, Boys' Club of New York, Jefferson Park Branch, has been appointed personnel director, Worcester (Mass.) Boys' Club.

VIRGINIA CONDIE, formerly psychiatric social worker, Illinois Society for Mental Hygiene, Lake View High School, has been appointed chief psychiatric social worker, Neuropsychiatric Clinic, Central Free Dispensary, Chicago.

A. J. CONNOLLY has resigned as superintendent of the Boys' Club, Dayton, O.

CAP'T. W. C. CONNOR, formerly of Superior, Wis., is now in charge of the Salvation Army at Leavenworth, Kans.

DR. HAROLD F. CORSON, formerly of the Henry Phipps Psychiatric Clinic, Baltimore, has been appointed psychiatrist in charge of clinics with the Rhode Island Society for Mental Hygiene, succeeding Dr. Paul J. Ewerhardt.

HESTER CRUTCHER, formerly executive secretary of the Connecticut Society for Mental Hygiene, has been appointed director of social work, New York State Dept. of Mental Hygiene.

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H. Daugherty has been appointed superintendent of the Georgia Masonic Home, succeeding Frank O. Miller.

Clarence H. Dawson has been appointed assistant director, Harrisburg (Pa.) Welfare Fed.

Courtenay Dinwiddie, formerly with the New York City Dept. of Health, has been appointed executive secretary of the National Child Labor Committee.

Anna M. Drew has been appointed staff nurse, Judson Health Center, New York City. (info. from J.V.S.)

Edward D. Duffield, vice-president of the Welfare Federation of the Oranges, has been appointed chairman of the Committee on Employment of the Oranges and Maplewood, N. J.

Rev. Raymond P. Duggan has been appointed director of the Catholic Charities of Dubuque, Iowa.

Helen F. Dunn, formerly Red Cross nursing field representative in the Mississippi Valley, has been appointed assistant director of Home Hygiene and Care of the Sick at national headquarters.

Ruth Faulkner, formerly with the Institute for Juvenile Research in Chicago, has been appointed educational field worker, Mass. Society for Mental Hygiene.

M. E. Fenton has been appointed superintendent of the Jerome Orcutt Branch, Boys' Club, Bridgeport, Conn.

Dr. M. Fidler has been appointed head of the Dental Dept. Syracuse (N. Y.) Boys' Club.

Ethel A. Fisher, has been appointed advisory public-health nurse, California State Dept. of Public Health.

Annie Gabriel has been appointed field advisory nurse, State Board of Health, Jacksonville, Fla. (Info. from J.V.S.)

Dr. Margaret Gerard, formerly psychiatrist at the Institute for Juvenile Research, Chicago, has been appointed to the staff of the Student Health Service, University of Chicago.

Rose Goodman, formerly with the Jewish Welfare Society of Philadelphia, has been appointed to the staff of the home bureau, Hebrew Sheltering Guardian Society, New York City.

Ruth Govier has been appointed to the Tarrytown Public Health Nursing Service, succeeding Madeline Pitman.

Lena Grimes has been appointed to the staff of psychiatric social workers, Mental Dept. Mandel Clinic, Michael Reese Hospital, Chicago.

Walter M. Hall has been appointed superintendent of the Columbus (Ind.) Boys' Club.

Helen S. Hallett has been appointed friendly visitor at the Germantown (Pa.) Boys' Club.

Helen Howarth has been appointed to the staff of the International Migration Service, New York City.

Thelma Ingalls has been appointed head of the out patient service, Franklin County Memorial Hospital, Farmington, Maine, (Info. from J.V.S.)

Dr. R. C. A. Jaenicke, formerly with the Osawatomie State Hospital in Kansas, has been appointed director of the child-guidance clinic at Strong Memorial Hospital, Rochester, N. Y.

Mary James has been appointed executive of the newly formed Family Society in White Plains, N. Y.

Martha Jenny has been appointed advisory nurse, State Board of Health, Madison, Wis. (Info. from J.V.S.)

Pearl Jones has been appointed staff nurse, Visiting Nurse Assn., Orange, N. J. (Info. from J.V.S.)

Edith Karlin has been appointed case worker, Family Welfare Assn., Milwaukee, Wis. (Info. from J.V.S.)

Frank Kiernan, general secretary of the Mass. Tuberculosis League, has been appointed part-time secretary of the Mass. Society for Social Hygiene.

Sara Krauss has been appointed to the staff of the U. S. Veterans Hospital, Perry Point, Md.

Louise La Porte has been appointed supervisor, District Nursing Assn., Concord, N. H.

Madeline R. Lavin has been appointed welfare secretary of the Girard (Ohio) Community Corporation.

Clarence E. Lenhart has been appointed secretary of the Berwick (Pa.) Welfare Federation, succeeding J. Roland Follmer, resigned.

Dr. Donald H. Linard has been appointed psychiatrist to the Juvenile Court Clinic, Cleveland, succeeding Dr. A. T. Childers.

Edouard C. Lindeman, on the faculty of the N. Y. School of Social Work, will be an instructor in a winter seminar in the Caribbean, under the auspices of the Committee on Cultural Relations with Latin America.

Claude R. Lindquist, formely superintendent of the Boys' Club of Dubuque, Iowa, has been appointed superintendent of the newly organized Boys' Club, Bethlehem, Pa.

Elizabeth Long, formerly executive secretary, American Red Cross, Columbus, Ohio, has been appointed district secretary, Family Welfare Assn., Pittsburgh, Pa.

Jessie Lukens, formerly general secretary, Family Welfare Assn., Brockton, Mass., has been appointed executive secretary, Mothers' Assistance Fund of Luzerne County, Wilkes-Barre, Pa. (Info. from J.V.S.)

Dr. Edward H. Marsh has been appointed deputy commissioner of health of Westchester County, N. Y.

Kharis Mayers has been appointed community nurse, Easton, Conn. (Info. from J.V.S.)

Leonard W. Mayo, assistant director of the Childrens' Village and a member of the N. Y. School of Social Work, will lecture at an institute for personnel training in New Orleans, while on leave from the school during the winter quarter.

C. Donald McCall has been appointed director of the Junior Department of the Boys' Club of St. Louis, Mo.

Annie McCord, formerly executive secretary, Society for the Relief of Destitute Children of Seamen, New York City, has been appointed executive secretary to the Judge Baker Foundation in Boston.

Mary McIntyre has been appointed county agent for the White Plains office of Catholic Charities, succeeding May D. Eltinge.

Eva McKeown has been appointed field nurse, Buena Vista Sanitorium, Wabaska, Minn. (Info. from J.V.S.)

Helen Mead has been appointed case worker, Visiting Nurse and Family Welfare Assn., Bristol, Conn. (Info. from J.V.S.)

Henry J. Moller, superintendent of the Little Rock (Ark.) Boys' Club, died recently.

Joel Moore has been appointed a probation supervisor in the Bureau of Prisons, U. S. Dept. of Justice.

Mabel Morgan has been appointed assistant supervisor of nurses, Office of Indian Affairs, Dept. of the Interior, Washington, D. C.

Catherine T. Moriarty has been appointed superintendent of the Kentucky School for the Blind, succeeding C. B. Martin, resigned.

Dr. Joseph R. Morrow, superintendent of Bergen Pines, Bergen County Hospital for Communicable Diseases, has been elected president of the New Jersey Tuberculosis League for 1931.

Mrs. F. B. Moss, formerly superintendent of Public Welfare, Rutherford County, N. C., has been appointed Red Cross field representative in the Eastern Area.

Margaret Steel Moss has been elected chairman, Harrisburg Chapter American Assn. of Social Workers.

Dorothy W. Myers, formerly statistician of Cleveland Council of Social Agencies, has been appointed statistician for study of rickets, Federal Children's Bureau, New Haven, Conn.

Dr. H. W. Newell, formerly director of the Virginia Mental Hygiene Clinic, has been appointed director of the new mental hygiene program, Cleveland public schools.

Jane Nicholson has been appointed educational director, East Harlem Nursing and Health Service, New York City. (Info. from J.V.S.)

Ronald W. Orr, formerly teacher of mechanical and freehand drawing in the New York high-schools, has been appointed to the teaching staff of the Institute for the Crippled and Disabled.

Charlotte E. Owen, formerly assistant director, Harrisburg Welfare Fed., has been appointed assistant director of the Stamford (Conn.) Community Chest.

Frank W. Pearsall, for many years state secretary of the Y.M.C.A. of New York, died recently at the home of his son in East Northfield, Mass.

Edith M. Peckham has resigned as assistant to the director of Junior Red Cross at National Headquarters to be married.

John E. Perry, one of the founders and first president of the Shenango Valley Community Fund (Sharon, Pa.) died recently.

Clara Peters has been appointed public-health nurse, County Board of Health, Rockville, Md. (Info. from J.V.S.)

Clara Petzel has been appointed public-health nurse on the staff of the Scarsdale (N. Y.) Community Service, succeeding Ruth Flynn who is now school nurse in Hartsdale.

Helene Powell, formerly with the U. S. Veterans Hospital, Gulfport, Miss., has been appointed director of Red Cross Service, U. S. Veterans Hospital, Somerset Hills, N. J.

Marjorie Prevost has been appointed director of field work, Division of Old Age Security, New York State Dept. of Social Welfare.

Delbert L. Pugh has been appointed scout executive of the Southeastern Ohio Area of the Boy Scouts of America, with headquarters at Marietta, Ohio.

Dr. Theophile Raphael, formerly with the Psychopathic Hospital of the Recorder's Court in Detroit, has been appointed director of the Division of Mental Hygiene and Student Council of the University of Michigan.

Rev. J. Jerome Reddy has been appointed director of Catholic Charities, Diocese of Brooklyn, N. Y.

Jane Rehrer has been appointed staff field nurse Visiting Nurse Assn., Orange, N. J. (Info. from J.V.S.)

Eleanor Relyea has resigned as assistant editor of the Junior Red Cross Magazine to be married.

Dorothy C. Reynolds has been appointed staff nurse, Maternity Center, Brooklyn, N. Y. (Info. from J.V.S.)

Frank A. Ryan has been appointed superintendent of the new Lincoln Square branch of the Worcester (Mass.) Boys' Club.

Winifred Salisbury has been apointed executive of the Bureau of Occupations, Montclair, N. J. (Info. from J.V.S.)

Helen Schinitz, formerly of Fort Dodge, Iowa, has been appointed Girls' Worker, Merrick House, Cleveland.

Luise Schumann has been appointed staff public health nurse, Henry Street Visiting Nurse Society, New York City. (Info. from J.V.S.)

Elizabeth Smith has been appointed acting district supervisor of the Lower East Side District in the Division of Families of Catholic Charities, New York City, succeeding Miss T. R. Keogh, resigned.

Marion Sprague has been appointed to the staff of the Northern Westchester District Nursing Assn., Pleasantville, N. Y.

Mrs. Leo Stevens has been appointed county nurse, American Red Cross, Sac City, Iowa. (Info. from J.V.S.)

Frances Stratton, formerly with the U. S. Veterans Hospital, Perry Point, Md., has been appointed director of Red Cross, U. S. Veterans Hospital, Coatesville, Pa. (Info. from J.V.S.)

Dorothy Sullivan, formerly director of social activities, Carroll Club of New York, has been appointed insular director of the Girl Scouts in Porto Rico.

Mary C. Sumner, formerly on the staff of the Institute for Child Guidance, has been appointed to the staff of the mental hygiene unit at Yale.

Genevieve Thornton, formerly supervisor of the Social Service Dept., National Woman's Relief Society, Salt Lake City, Utah, has been appointed American Red Cross field representative for Washington State.

Catherine Trott has been appointed staff nurse, A.I.C.P., New York City. (Info. from J.V.S.)

Conrad Van Hyning, formerly with the Public Charities Assn. at Pittsburgh, Pa., has been appointed director of the department of public welfare in Winston-Salem, N. C.

Mendus R. Veyle has been appointed superintendent of the Minnesota School for the Blind at Faribault.

Marie Wall has recently been appointed staff nurse for the Eastchester Neighborhood Association.

Mary Welton, formerly director of nursing service for the Eastchester Neighborhood Assn., New York, has been appointed health teacher in a girls' continuation school at New Brunswick, N. J.

Dr. Lawrence F. Wooley, formerly psychiatrist, Colorado Psychopathic Hospital, has been appointed to the staff of the Cleveland Child Guidance Clinic, succeeding Dr. Donald H. Linard.

Mabel Worden has been appointed executive secretary-nurse, Essex County Tuberculosis Society, Beverly, Mass. (Info. from J.V.S.)

Julia C. Wright, formerly with McGraw & Hill Company, has been appointed assistant editor of the Junior Red Cross Magazines.

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DIRECTORY OF SOCIAL AGENCIES

Child Welfare

ASSOCIATED GUIDANCE BUREAU, INC.—One East Fifty-Third Street, New York. Telephone: Plaza 9512. A non-sectarian non-philanthropic child guidance bureau, employing highest social work standards. Work includes consultation and home service with behavior maladjustments of children, adolescents, and young adults. For information address Jess Perlman, Director.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phase of child welfare in which they are interested.

NATIONAL CHILD LABOR COMMITTEE—Courtenay Dinwiddie, General Secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

Education

ART EXTENSION SOCIETY, INC.—The Art Center, 65 East 56th Street, New York City. Purpose,—to extend the interest in, and appreciation of the Fine Arts, especially by means of prints, lantern slides, traveling exhibitions, circulating libraries, etc., etc.

WORKER'S EDUCATION BUREAU OF AMERICA — A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 1440 Broadway, New York City. Spencer Miller, Jr.,, Secretary.

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Home Economics

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 620 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 620 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

Health

AMERICAN BIRTH CONTROL LEAGUE INC.— Mrs. F. Robertson Jones, President, 152 Madison Ave., New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year, voluntary contribution.

AMERICAN SOCIAL HYGIENE ASSOCIATION— 370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. George K. Pratt, assistant medical director; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. 200 pamphlets on various aspects of mental hygiene. A complete list of publications sent upon request. "Mental Hygiene", quarterly, $3.00 a year; "Mental Hygiene Bulletin", monthly, free with magazine subscription or separately $1.00 a year.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, Inc.— 370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.
To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
Work supported by membership and voluntary contributions.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING — 370 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS — Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

NATIONAL TUBERCULOSIS ASSOCIATION— 370 Seventh Ave., New York. Dr. Henry Boswell, president; Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

Religious Organizations

COUNCIL OF WOMEN FOR HOME MISSIONS — 105 E. 22d St., New York. Composed of the national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action and to represent Protestant church women in such national movements as they desire to promote interdenominationally.

Florence E. Quinlan, Executive Secretary.
Religious Work for Indian Schools, Helen M. Brickman, Director.
Migrant Work, Edith E. Lowry, Secretary.
Adela J. Ballard, Western Supervisor.
Womens interdenominational groups — state and local—are promoted.

GIRL'S FRIENDLY SOCIETY OF THE U. S. A.— 386 Fourth Avenue, New York City. A national organization for all girls, sponsored by the Episcopal Church. Provides opportunities for character growth and friendship through a program adapted to local needs. Membership 46,000.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Anna V. Rice, General Secretary; Miss Emma Hirth, Miss Helen A. Davis, Associate Secretaries; 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries for advisory work in the United States in 1,034 local Y.W.C.A.'s on behalf of the industrial, business, student, foreign born, Indian, colored and younger girls. It has 103 American secretaries at work in 16 centers in the Orient, Latin America and Europe.

NATIONAL COUNCIL OF JEWISH WOMEN— 625 Madison Avenue, New York City. Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Service for Foreign Born. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman; Cecilia Razovsky, Secretary.

Department of Farm and Rural Work, Mrs. Abraham H. Arons, Chairman; Mrs. Elmer Eckhouse, Secretary. Program of education, recreation, religious instruction and social service work for rural communities.

THE NATIONAL COUNCIL OF THE YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF THE UNITED STATES — 347 Madison Avenue, New York City. Composed of 360 elected representatives from local Y.M.C.A's. Maintains a staff of 135 secretaries serving in the United States and 142 secretaries at work in 32 foreign countries. Francis S. Harmon, President; Adrian Lyon, Chairman, General Board; Fred W. Ramsey, General Secretary.

William E. Speers, Chairman Home Division. R. E. Tulloss, Chairman Personnel Division. Thomas W. Graham, Chairman Student Division. Wilfred W. Fry, Chairman Foreign Committee.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro socal workers. Publishes "Opportunity"—a "journal of Negro life."

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DIRECTORY OF SOCIAL AGENCIES

National Conference	Recreation	Women's Trade Union
NATIONAL CONFERENCE OF SOCIAL WORK— Richard C. Cabot, president, Boston; Howard R. Knight, secretary, 277 E. Long St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-eighth annual convention of the Conference will be held in Minneapolis, June 14-20, 1931. Proceedings are sent free of charge to all mebers upon payment of a membership fee of five dollars.	**NATIONAL RECREATION ASSOCIATION**— 315 Fourth Ave., New York City, Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.	**NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA** — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; Machinists Bldg., 9th and Mt. Vernon Place, N. W., Washington, D. C. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

(*Continued from page* 459) an Washington last week, an he says the men kickin up the dust are our great financiers an heads of industry who have had a free hand to run the countrys business for years, an have got it so bedeviled the machine has broke down.

Lym is a Co Operator an he dun his best to tell them fellers running round in the dust what Consumer's Co Operation is doin in the world—reely meetin folks needs—but they sed "Hush man, fer God's sake, dont say nothin about *that!!!* Folks are beginin to suspect that we dont know our bizness an how to handle theirn, *now,* an if you show 'em a better way it will be 'out of a job' for us." So these scared fellers kept runnin and shoutin "Oh it aint nuthin much ails the bizness machine; just get out an spend what little ye got left an she'll start goin alright!!!"

But them thats ben bee stung good an plenty watches their step, an Lym says folks wasn't fallin none for what them dusty men was yellin. He said a lot of folks was in a big hall where a feller told 'em they had money and skill, Knowledge & machinery, to supply themselves with plenty of all the things they need, an that all they lacked was sense enough to go ahead an do it for themselves stead of acceptin what happened to result as a by product from sum one else runnin their business to produce dividends for them runin it. DAD ROSSEEL

Eden, N. Y.

Object, Matrimony

TO THE EDITOR: My interest has been aroused by two recent articles in your magazine, Miss Healy's Get Your Man, and Dorothea deSchweinitz's Where Is He? The primary reason for my noticing and reading those articles no doubt is the circumstance that I am myself a bachelor in the later thirties, and admit frankly that I would very much like to marry if I should ever meet a girl who would be happy with me and who could make me happier than I am. This, however, is a more exacting requirement than it sounds.

My last remarks above probably suggest the true answer, in part at least. People are not easily satisfied nowadays about a life companion, and some try several in succession while more cautious ones like myself hesitate even to try at all. Taken altogether, folks are probably just about as happy now as they were in the doubtfully good old days when matrimony practically sealed a couple's fate and divorce was a nearly unheard-of scandal. Only we don't realize the fact that we are just about as happy as previous generations were.

It does seem however that with all the labor of your social-work profession, something sensible might be contrived and attempted towards making normal people of good education and habits but opposite sexes, friends and not total strangers in our great cities. The writer is not socially inclined in the generally accepted sense of those words, and lacks the genius to suggest or invent a suitable method or institution for the purpose, but feels entirely safe in declaring dogmatically that anything savoring of condescension or extravagance would never work. There is no sense in copying in any way the restless "activities" of an average city's "Four Hundred."

From the standpoint of national well-being, also, such a work is probably more worth attempting than much of your preoccupation with the problems of the under-privileged classes, serious as that responsibility is.

The writer regrets the high improbability of his being of much use in any such enterprise, but would be willing to contribute at least a little of his time and scanty social talent to such a purpose if its practicability seems possible.

SURVEY ASSOCIATE

Said of The Survey

TO THE EDITOR: I am enclosing my check for renewal of my subscription to The Survey. I am sure that my subscription runs out along about this time. May I say—just in "passing"—that after more than twenty (I don't quite know how many) years of reading The Survey I look forward to the appearance of each number and am never disappointed. W. G. BEACH

Stanford University

The Unemployment Issue

TO THE EDITOR: I cannot refrain from sending my dues to Associates a little early this year because I want to express even in so small a way my intense enthusiasm for the superb leadership you are providing in this present muddle. This was brought home to me especially—this sane, sure sword-thrust of intelligence across a muddled knot of depression and discouraged planning—last week when we were struggling to set up the right kind of solution for our local unemployment problem. The unemployment number came with clear-thinking and brave attack on the condition elsewhere and *our* morale rose at once. Certainly The Survey is more essential in bad times than in good!

'Janti saluti!

Santa Barbara, California GRACE RUTH SOUTHWICK

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